

FINANCIAL TIMES

SOVIET UNION

Estée Lauder scents success in Moscow

Page 8

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World News

Business Summary

UN includes Khmer Rouge in Cambodia proposals

The UN General Assembly voted overwhelmingly for a resolution calling for an interim administration in Cambodia which includes the Khmer Rouge to replace the current Vietnam-installed government.

US deficit narrows to lowest figure in five years

THE US trade deficit narrowed sharply in September to \$7.5bn, the lowest figure for five years, while the August deficit, originally reported as \$10.5bn, was revised down to \$10.1bn.

France to propose development bank for E Europe

By George Graham in Paris

PRESIDENT Francois Mitterrand is expected to propose the creation of a joint development bank to finance Eastern Europe at the meeting of European Community heads of government in Paris tomorrow evening.

Germany was likely to be one of the main items on the agenda. President Mitterrand raised the idea of a European development bank, modelled partly on the European Investment Bank (EIB) which finances development projects within the Community, in a speech to the European Parliament in Strasbourg last month.

Pierre Bédégoy, the French Finance Minister, yesterday. Mr Mitterrand, anticipating criticism over the technical difficulty of the idea, said there was no reason why the Community should not do the same in the realm of finance as it had in the technological and audiovisual fields with the Europe project.

bank," he said. But some officials in the French Government appeared yesterday to be unconvinced that the project was sufficiently advanced for EC leaders to take even a general decision on the principle. They warned that nothing resembling a concrete proposition was ready to put to heads of government.

Other officials, however, indicated that although the details would have to be agreed by finance ministers later, the idea could receive broad approval as a means of enhancing aid promised by EC members to Eastern Europe.

EC finance ministers agreed on Monday in Brussels to cooperate on their aid efforts for Eastern Europe. They asked the EC monetary committee of senior finance ministry officials to evaluate the economic needs of Hungary, Poland and East Germany, and draw up a list of bilateral aid already granted. Lucy Kallaway in Brussels writes: The European Investment Bank said yesterday that it was probable that EIB lending to other Eastern European countries would be discussed at the Paris meeting.

Brazil counts votes

The battle for the opportunity to compete in the decisive second round of Brazil's presidential election on December 17 was still undecided as an incomplete count showed two left-wingers running neck and neck. Page 26

SA to open beaches

South African President F W de Klerk, announced plans to end segregation of recreational facilities, with all beaches to be desegregated immediately. Page 5

Bridge to reopen

The San Francisco Oakland Bay Bridge is to reopen tomorrow after its 18-month closure. The span was snapped by the earthquake that hit the San Francisco Bay Area. Page 6

JVP 'defeated'

Sri Lanka claimed that arrests and killings of rebel leaders had broken the back of the left-wing Sinhalese People's Liberation Front (JVP) guerrilla movement trying to topple the government. Page 4

Priest killed

The director of the Central American University in El Salvador, Father Ignacio Killelea, was killed, along with five other priests, by a military death squad. Page 6

EC energy deal

France and West Germany reached outline agreement on energy policies, over key differences blocking EC attempts to create a common energy market. Page 2

Chinese output blow

China's industrial output plunged in October for what is possibly the first fall in 10 years and Western analysts say the government is ridding further unrest with its economic austerity programme.

Gandhi faces defeat

An opinion poll predicted defeat for Prime Minister Rajiv Gandhi's Congress Party as politicians entered the last days of campaigning for next week's Indian elections. Analysis and story, Page 4

Philippine bombings

Muslim rebels seized a southern Philippine town and exploded bombs in another, heightening tension ahead of a referendum on autonomy.

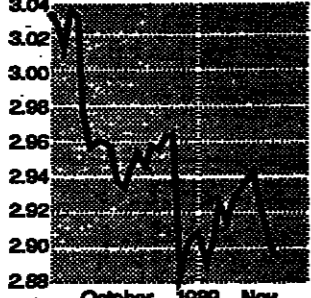
Hardliners sacked

Bulgaria's new party leader, Peter Mladenov, sacked four hardline Politburo members. Page 2

Delors wooes Tories

European Commission president Jacques Delors sought to ease concern that debate about future economic and monetary union could sever the EC from its goal of creating a barrier-free market after 1992. Page 2; EMS, Page 26

Starling



continued to lose ground to a strong D-Mark. Currents, Page 48

INTERNATIONAL BUSINESS

Machines said it had sold used computer equipment as new, and had misclassified some foreign products as American-made, in filling some US government contracts in recent years. Page 26

AUSTRALIAN Mutual Provident

took a commanding position in the takeover battle with Pearl Group following the announcement of a sharply increased offer for the UK life assurance company. Page 27

NAVISTAR International

leading North American medical and heavy truck maker formerly International Harvester, is seeking to re-enter the W. European market, a decade after it was forced to withdraw in disarray with its North American operations close to collapse. Page 27

EUROBONDS

The fixed-price 70-offered method of syndicated Eurobond issues faces its fiercest test this morning when Merrill Lynch plans to price and launch a \$500m five-year deal for General Motors Acceptance Corp. Page 31

RECYCLE

A group led by the US engineering concern, was understood last night to have been chosen to build and operate British Coal's first commercial power station at a cost of up to \$150m (\$237m).

WELLCOME

maker of Retrovir, only medicine licensed to combat Aids, announced a 26 per cent rise in pre-tax profits to £221.5m \$348m for the year to August 26. Page 27

HILL SAMUEL

Investment Management, part of the UK's HSB group, is forming a joint venture with Dai-ichi Kangyo Bank, Japan's largest, to provide global investment services. Page 27

DRAMs

Sum Microsystems and Unisys said they would not invest in a joint venture aimed at forming a major new US manufacturer of dynamic random access memory (DRAM) chips. Page 28

GLAXO

Britain's biggest pharmaceutical company, is to spend \$70m (\$11m) expanding its production complex in Singapore to make the site the main factory for basic chemicals needed for a series of new drugs. Page 3

TEKAS Air

said it had placed firm orders for 20 Airbus Industrie A320 and A340 long-range aircraft and had options for 20 more for its Continental Airlines subsidiary, in a deal worth \$4.5bn. Page 8

East German Communists concede posts in the Cabinet

By Leslie Collitt in Berlin and David Marsh in Bonn

EAST GERMANY'S ruling Communists yesterday made their biggest concession yet to political pluralism by conceding 11 out of 27 cabinet posts to four small allied parties in a new government coalition.

The coalition will commit itself to sweeping economic and political reforms. A two-day meeting of the Volkammer (parliament) starting today is expected to approve the power-sharing arrangement under the new reform-minded Prime Minister, Mr Hans Modrow.

The coalition with the four "block parties" marks the first significant move towards allowing diversity of opinion in the 40-year history of the Communist Party (SED).

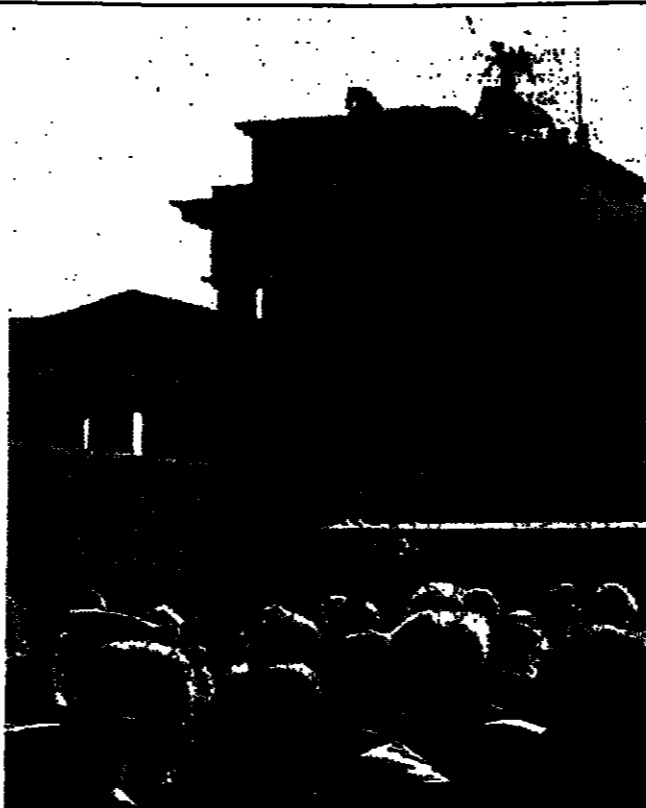
The smaller parties were previously dominated by the SED but have shown growing independence in recent weeks.

Mr Hans-Dietrich Genscher, the West German Foreign Minister, yesterday spoke of the new possibilities for co-operation between the two Germany's on an arms control.

He told East German television that the two states could start to "de-ideologise" in a joint effort to bring forward the disarmament process in Europe.

Chancellor Helmut Kohl, in a stormy debate in the Bonn Bundestag (parliament), hinted that East Germany might eventually join the European Community.

He said that the bloc should be open for "all democratic states in Europe." But Mr Kohl said it would be a "fatal error" to slow down EC integration because of



The Brandenburg Gate looks over the Wall where UK Foreign Secretary Hurd (with glasses) met East and West Germans.

The US is seeking greater allied co-operation through closer links with the European Community. Officials believe that this is desirable because changes in Eastern Europe can create instability that not only in the East but also in the West. Page 23

A poll taken by the SED last Friday was said by East European diplomats to have revealed that no more than one out of 10 citizens "doubt" their vote for the Party if elections were held now.

No opposition groups are represented in the new government, but they have been promised a role after new elections.

Mr Erich Honecker, the former East German leader, his wife, and the ex-head of the secret police, have been told by Mr Egon Krenz, the new Communist Party chief, to give up their seats in parliament.

Free elections have also been

Shipowners in Europe and Japan bid to boost freight rates

By Kevin Brown, Transport Correspondent, in London

LEADING shipowners from Europe and Japan are to meet in Tokyo on Monday to discuss a deal to reduce overcapacity and raise freight rates between Europe and the Far East.

The companies had hoped to keep the meeting secret because discussions between competing shipowners could fall foul of European Community shipping law.

"We are going to have to move very carefully if we are to avoid upsetting the [European] Commission. This meeting will probably just lay out the ground rules," an executive of one of the companies said yesterday.

The meeting will be attended by chairman or chief executives of most of the big container ship operators between Europe and the Far East.

Among those believed to be planning to attend are Mr Tim Harris, a main board director of Peninsular and Oriental Steam Navigation; Mr Hans-Jakob Kruse, chairman of Hapag-Lloyd, the largest West German shipping company; Mr Henk Rooten, chairman of Nedlloyd, the big Dutch shipping group; and Mr Hiroshi Takahashi, managing director of NYK Line, one of the biggest Japanese container ship operators.

Other Japanese lines will be represented, along with Evergreen of Taiwan, the world's biggest container ship operator, and other Asian shipowners.

The meeting will discuss the feasibility of copying a deal reached earlier this year between Far Eastern and US companies to reduce overcapacity between the Far East and North America.

Continued on Page 26



Zetterberg: top Volvo post

Volvo chief picks banker as his heir

By Robert Taylor in Stockholm

MR Pehr Gyllenhammar announced yesterday that he would step down as chief executive of Volvo, the Swedish automotive and aerospace group, and named Mr Christer Zetterberg, head of Sweden's state-owned PK Banken, as his heir-apparent.

Mr Gyllenhammar, the 54-year-old chairman and chief executive, in a surprise announcement that Mr Zetterberg, 45, would become president of Volvo next spring, taking over the job from Mr Gunnar Johansson who is leaving the company. Mr Zetterberg will then have a learning period alongside the chief executive. But it remained unclear when Mr Gyllenhammar intended to step down from the post he has held since May 1971.

During his 18 years at the head of Volvo Mr Gyllenhammar has become one of the most powerful business leaders in Scandinavia. Yesterday he gave no indication of what his future intentions are but it is most unlikely that he will simply disappear from the corporate scene.

Continued on Page 26

Silicon Valley in uproar over White House plan to cut funds

By Lionel Barber in Washington and Louise Kehoe in San Francisco

THE RUSH Administration is proposing to eliminate all funding next year for US advanced television projects and to scale back sharply federal support for Sematech, the semiconductor industry consortium.

These and other joint venture high-technology projects were designed to meet the challenges of Japanese advanced electronics.

If the Administration pushes ahead with the proposed cuts it is likely to face severe opposition from Congress. This was signalled yesterday when the House of Representatives passed an appropriations bill including \$50m in additional funding for the Defense Department's Advanced Research Projects Agency (Darpa) - the Pentagon agency which helps fund Sematech and other advanced high technology projects.

The proposed Pentagon budget reductions, although still at a preliminary stage, have caused an uproar in Silicon Valley which has launched a

campaign with congressional supporters to block the proposals. The three projects most vulnerable to the proposed funding cuts are:

● Sematech, which is the focus of industry efforts to regain leadership in semiconductor chip manufacturing technology.

● The High Definition Television (HDTV) research projects aimed at rekindling the almost defunct US consumer electronics industry.

● Research into X-ray lithography which addresses a technology that many experts believe will be essential in semiconductor manufacturing in the next decade.

Sematech received \$100m - half its total budget - in federal support this year. The proposed cutbacks would be part of President George Bush's budget for fiscal 1991, which he will present to Congress early next year.

Planning for fiscal 1991, which begins in October next year, is already underway - even though the Administration and Congress have still to agree finally on the fiscal 1990 budget.

The Pentagon, faced with the need to scale back planned spending after the Reagan build-up and a general perception that the \$300m military budget is too high given the improving international climate, is looking closely at the role of Darpa.

Administration officials - notably Mr Donald Atwood, Deputy Secretary of Defense and former General Motors executive, and Mr Richard Dorman, Mr Bush's budget director, have expressed reservations about using federal government funds to promote "industrial policy."

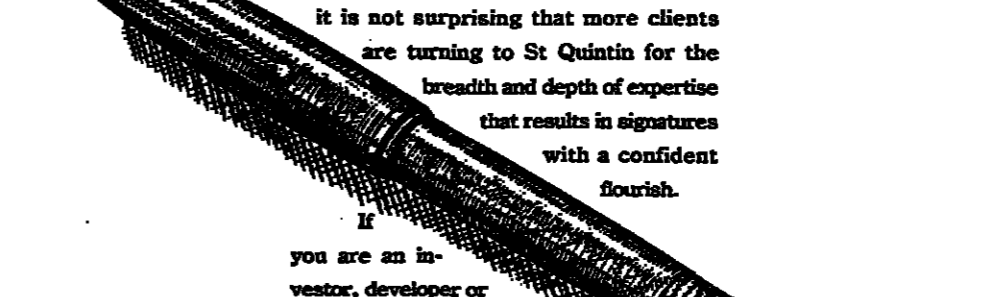
Some reports have suggested that all funding for Sematech could be cut next year. Sematech issued a statement describing the reports as rumors at this stage. IBM sold used equipment as new. Page 26

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Table with columns for Contents (Iran's harder tasks of building the peace, etc.) and various market reports.

Table with columns for Contents (Sri Lanka's Economy close to collapse, etc.) and various market reports.

EUROPEAN NEWS

Paris and Bonn do deal on energy policies

By David Goodhart in Bonn

FRANCE AND West Germany have reached outline agreement on energy policies, overcoming key differences towards the European Community's attempts to create a common energy market.

The West German Economics Ministry has confirmed that at a meeting earlier this month in Bonn between its minister, Mr Helmut Haussmann, and Mr Roger Fauroux, the French Industry Minister, it was agreed that France would soften its opposition to West German coal subsidies in return for agreement that more of France's cheap, mainly nuclear-generated, electricity would be sold in West Germany.

It was partly as a result of pressure from France that the EC decided in March to begin an investigation into West German coal subsidies to see if they were compatible with competition rules. Mr Antonio Cardoso e Cunha, the Energy Commissioner, is now pressing Bonn to phase out coal subsidies by 1993, or at least reduce them substantially.

The details of the new agreement remain hazy: no figures

have been discussed of either the acceptable level of coal subsidies or on how much electricity West Germany would accept. But Mr Fauroux has agreed to show "understanding" towards coal subsidies and the two ministers agreed to produce a joint report within six months on increased exports from Electricité de France (EDF).

At a recent seminar organised by the West German utility RWE, Mr Klaus Beckmann, an Economics Ministry state secretary, said that companies themselves should be able to decide from whom they buy electricity after 1992. At the same seminar Mr Lothar Späth, Premier of Baden-Württemberg, said he would welcome EDF taking a stake in his own state's energy utility and even raised the possibility of a full privatisation of the utility.

West German utilities, such as RWE, remain opposed to any policy which allows their large customers to buy bulk power from the French. However, they privately admit that it will be difficult to stop such moves.

Good chance seen for E German economic reform

By Leslie Collitt in Berlin and David Goodhart in Bonn

EAST GERMANY stands a good chance of successfully reforming its economy with Western know-how, a leading West German expert on production technology says. Professor Günter Spur is head of the Centre for Production Technology in West Berlin and a member of the East German Academy of Sciences.

He told a group of businessmen and journalists that despite inadequate technology, East German industry had one of the main ingredients for a successful reform: trained, disciplined and ambitious workers. Motivation was the problem.

East German industry was capable of turning out high-quality products but innovation lagged because output was mainly geared to the Soviet market; factories urgently needed investments in up-to-date machinery and control technology.

The country had to rapidly modernise its antiquated car plants where makes such as Audi, BMW, Wanderer and Horch were produced before the War and two-stroke Wartburgs and Trabants now come off the line.

Prof Spur said joint ventures between East German and Western companies were the

key to modernising industry. Volkswagen was prepared to build a car factory in East Germany, he noted. Its Polo model was about to be phased out and could be produced in East Germany and sold cheaply and successfully in the West. But the East Germans were inexperienced in selling to the world market, so Western partners would have to help them with marketing.

"We could use the GDR economy to our advantage by producing more cheaply there," he said. A "transfer" of human resources was needed - West German experts working in the GDR and East Germans in the

West to gain experience. The final result could be an East Germany which would be a strong competitor of the West.

A prominent East German economist, Prof Helmut Richter, yesterday presented a four-point plan to reform industrial production. Factory directors should determine the volume and type of production on their own, he said in the East Berlin Communist party newspaper Berliner Zeitung.

The barometer of success or failure should be "products sold profitably" and not merely manufactured. Wages should conform with performance. Foremen had to be better

rewarded than ordinary workers, and directors should be rewarded, too.

Mr Alfred Herrhausen, chief executive of Deutsche Bank, said that given a proper chance the East German economy could reach Western living standards within five or ten years.

Meanwhile more West German companies have indicated their interest in doing business in East Germany. The Hamburg-based drink and tobacco group, Reemtsma, has announced that it is having meetings in Dresden and East Berlin next week to discuss investment possibilities. Also,

Siemens has expressed a strong interest in helping to modernise the East German telephone network.

In the short term East Germany's economic difficulties remain acute and church leaders have been warning of an economic collapse. Doctors from West Berlin have now begun working in East German hospitals because of the large number of East German doctors who have fled West. Polish workers have also been flooding across the border to offer themselves for work in East Germany which could help plug manpower shortages in some sectors.

Lithuania party defiant after crisis politburo meeting

REBEL Lithuanian Communist Party leaders ended crisis talks with the Soviet politburo yesterday, apparently still set to defy the Kremlin with plans to set up an independent local party, Reuter reports.

"The politburo sitting is over and the Lithuanian leadership sticks to its previous position," Mr Yuras Pozhela, a member of the once-independent republic's ruling party bureau told Lithuanian Radio. Mr Pozhela spoke after an unprecedented session of the Soviet Union's ruling politburo, under President Mikhail Gorbachev, to

which all members of the republic's local leadership were invited.

The Kremlin has condemned moves to break the monolithic unity of the Communist Party, seriously weakening Moscow's control over the autonomy campaign in Lithuania.

However, leaders of the local party, under growing public pressure, say they see no other way to bolster their prestige and to beat local movements and parties likely to contest parliamentary elections in the Baltic republic next spring. The mass movement Sąjūdis,

which took a majority of the republic's seats in elections to the Moscow parliament in March, is likely to be the main contender.

No other details were immediately available of the ruling politburo's day-long session, a regular weekly meeting, apparently largely devoted to Lithuania.

Mr Pozhela's remarks were reported to Reuters by a journalist at Lithuanian radio.

A special Lithuanian Communist Party congress is due to decide finally on the issue on December 19, but local jour-

nalists in the republic say there is little doubt that a majority will vote in favour of a split with Moscow.

If the Lithuanian party successfully breaks with Moscow, it could provoke similar moves by the reform-minded leadership of neighbouring Estonia and Latvia, which - like Lithuania - were incorporated into the Soviet Union in 1940.

The Communist Party daily Pravda last week ruled out any moves to separate the party, saying it would "bring irreparable damage to the ideological and organisational unity of the

Communist Party and weaken the foundations of the Soviet Union."

The Communist Party chief in Soviet Moldavia, Mr Stefan Grossu, was sacked yesterday after clashes at the weekend between police and nationalist demonstrators in which 200 people were injured.

Tass news agency said that he was replaced as first secretary by Pyotr Luchinsky, a Soviet Central Committee member who had been number two in the Communist Party of Tajikistan in Soviet Central Asia since 1985.

Pasionaria buried with passion

By Tom Burns in Madrid

A CHAPTER in Spain's history closed yesterday as Dolores Ibarruri, "La Pasionaria", was buried in an emotion-charged funeral in Madrid which strangely echoed that of General Franco 15 years ago.

The legendary revolutionary leader of the Spanish Civil War, who died on Sunday aged 83, had lain in state for the past three days at the Communist party's headquarters. More than 50,000 people, in a queue that stretched at times for a quarter of a mile, filed past the coffin to pay their respects.

Some 400 buses and 24 special trains brought tens of thousands more into Madrid yesterday from all over Spain to attend the funeral cortege. For the greater part of the evening whole areas of the city were at a standstill as the coffin, shoulder-carried part of the way, wound its way to the cemetery.

Old and young, the admirers who approached the coffin for a final look wept and gave their heroes the clenched fist salute. It was reminiscent of the lyrics in the state of Gen. Franco, in November 1975 - except that then, the mourners saluted fascist-style with the outstretched arm.

La Pasionaria symbolised the left-wing Spanish Republic just as the personality cult surrounding Gen. Franco identified him with victors of the Civil War.

Her legacy, like Gen. Franco's, is anything but obvious. The National Movement that Gen. Franco created dissolved itself almost as soon as he died and the reformist minded politicians who had served him adapted quickly enough to democracy.

Similarly, many of the young Communists who were in the forefront of the clandestine opposition to the dictatorship are now to be found in the ranks of the governing Socialist party or have left politics altogether.

Although some 80 international delegations attended the funeral, the only celebrities present were Nicaragua's Interior Minister, Tomas Borge, and the French Communist leader, Georges Marchais. The Soviet Union, where La Pasionaria lived during the Franco period, sent middle-ranking representatives.

EC action on pollution promised

By Tim Dickson in Brussels

BRUSSELS IS drawing up a new programme of "economic and fiscal" measures to combat pollution, Mr Carlo Ripa di Meana, the Environment Commissioner, said yesterday.

He declined to be specific but made clear that he favoured a controversial energy tax to fund environmental objectives, and new "market based" incentives to encourage more effective use of resources.

He was presenting the conclusions of an independent report on the environmental impact of the EC's internal market programme. It illustrates the adverse environmental impact of the additional economic growth expected to follow completion of the 1992 programme, not least the 8-9 per cent rise in sulphur dioxide emissions and the 12-14 per cent increase in nitrogen oxide emissions by 2010 if present policies remain unchanged.

The study has created a stir in Brussels and many in the Commission have been anxious to distance themselves from some of its starker conclusions. Mr Ripa di Meana said yesterday that he did not agree with "100 per cent" of the report but suggested that it should form the basis for much of the EC's future action.

He said that "too often the internal market programme is related to economic benefits" and sounded a strong warning about transport development and the consequences of an increase of 70m in the number of vehicles on European roads by the end of the century.

Delors suggests meetings styled on UK cabinet

By Tim Dickson in Brussels

MR JACQUES DELORS, the European Commission President, yesterday offered some new thoughts on how the political institutions in a more integrated European Community may develop.

In a speech on Economic and Monetary Union (EMU) to an audience of largely British Conservative Euro and Westminster MPs, Mr Delors suggested that one option would be for member states to appoint a deputy Prime Minister with responsibility for European Affairs who would work under the auspices of the Council of Ministers.

"There could be one Council of Ministers meeting which would be rather like a Cabinet meeting in the UK", he suggested, adding quickly that the powers of the European Parliament should be strengthened and its relationship with national parliaments considered afresh.

Mr Delors' remarks were less remarkable yesterday for the new ideas they contained than for the reaction they provoked among the cross-section of mainly British Conservatives invited to attend the conference on EMU organised by the European Democratic Group (the European Parliament's political group which following the election this year of the Spanish Conservatives consists of British Tory MEPs and a small number of Danes).

In comments afterwards, for example, Mr Nicholas Budgen, the Conservative MP at Westminster for Wolverhampton South West, railed against what he called the EC "ratchet". But Mr Peter Price,

a Tory Euro MEP identified with the dominant "two Federalist" camp in the EDC, said that it was to Britain's "economic and political advantage" to join with the other member states on EMU at the Strasbourg summit.

Undaunted by the potential hostility of at least part of his audience Mr Delors confirmed his conviction of the need to press ahead with plans for full economic and monetary union. He rambled home many familiar messages about the need to go beyond straightforward monetary policy co-ordination in an uncertain and increasingly interdependent world, the dangers of EMU of insufficient economic and social cohesion in the European Community, and the importance of accountability (a subject particularly close to most of his listeners).

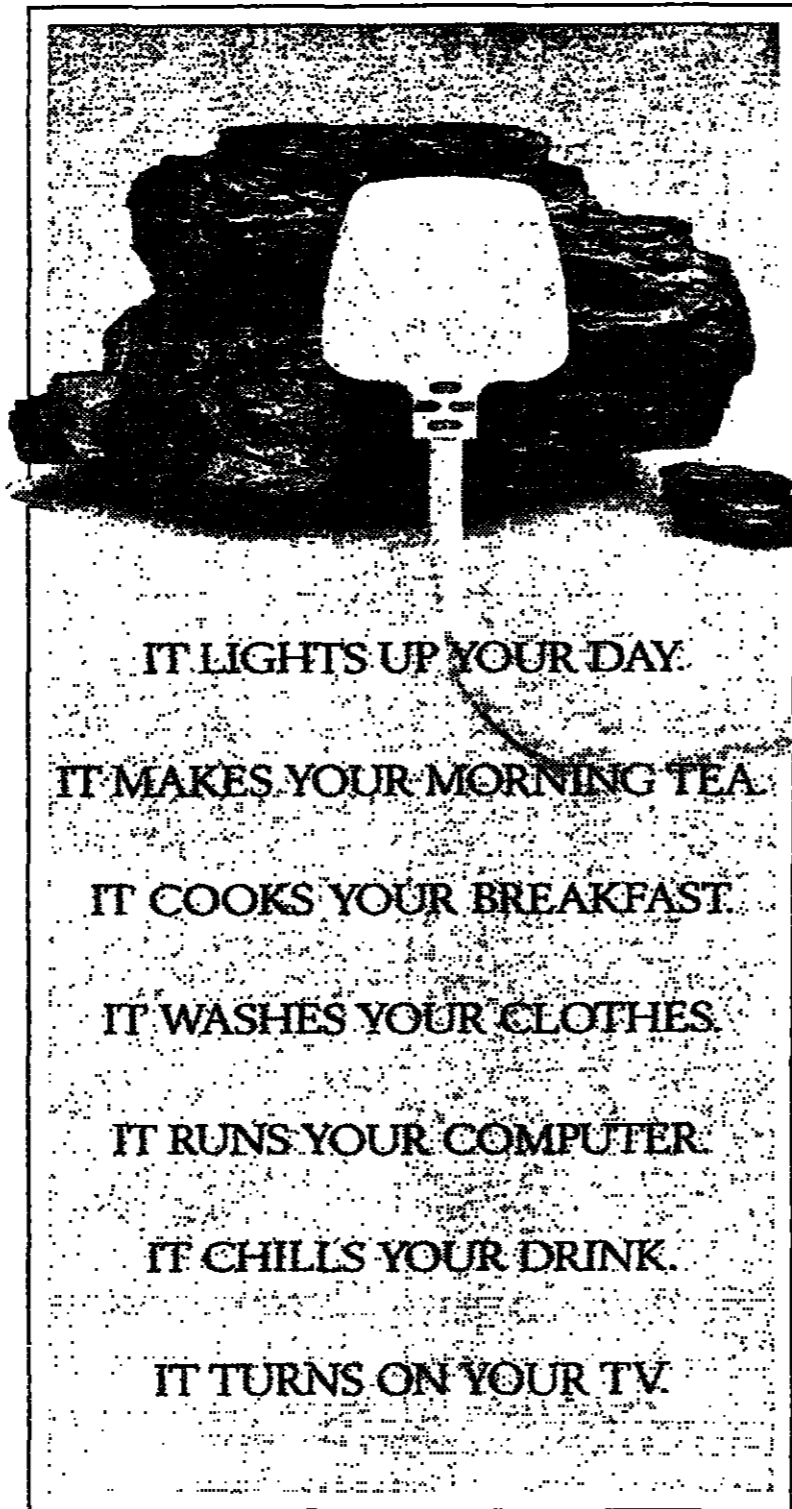
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EUROPEAN NEWS

German reunification not on the agenda

John Lloyd reports on popular sentiment on the other side of the Berlin Wall

WE CANNOT know precisely how deep and wide is the desire within the German Democratic Republic for reunification with the German Federal Republic; it is still a forbidden issue in official East German politics. As Mr Egon Krenz, the party leader, told Chancellor Helmut Kohl in their weekend telephone call, the issue is not on the agenda. Nor is unity on the agenda of the opposition. Both New Forum and the newly-formed Social Democratic party, locating themselves within a German left-wing tradition, are explicitly against encouragement of any such movement. At the same time, it seems sometimes, any such talk. The intelligentsia on which New Forum and the other opposition streams draw is socialist, and it favours, in the words of writer Christa Wolf, "a really democratic society which also preserves the tradition of democratic socialism." Ms Barbel Bohley, spokeswoman for New Forum, has called on "the West to cease to talk of reunification as long as the desire for it does not exist in the GDR." The Lutheran churches, whose once declining congregations are now swelling with audacious, who wish to fuse political and spiritual energy, seem to have discovered in East German socialism a finer spirit than is evident in the West. An East Berlin pastor, Mr Werner Kasche, said recently that "the Communists made a prison of this country, but in that prison flourished wonderful human beings who helped and supported each other." It may indeed be that the opposition groups do not represent reunification sentiment because there is little to represent. An open seminar in Leipzig over the weekend, organised under the auspices of the university and the cultural centre, saw thousands pack meetings on democracy and ecology - and a few dozen attend a seminar on the two Germanys. While some banners in the great Leipzig demonstration last Monday called for "one Germany", several warned against the lure of Westgeld, the money to be earned from

crossing the border. "We stay here!" "We are the people!" "Free elections!" - these are the rallying banners and cries of the streets. From street conversations, especially with the young, a different story emerges. Among those with no memories of wartime or just-post-war desolation, and less pride in, or loyalty to, the system which claims credit for reconstruction, there is now little inhibition about expressing a desire for closer union. Older people, too, are often bitter about their relative poverty and isolation; impatient for change precisely because they want better times before they are too old to resist the feeling that while the intelligentsia sets the tone of the demonstrations, at least a significant part of the working class is attracted to the West, to a high wage consumer society. It would indeed be an irony if, just as Lenin predicted, middle-class intellectuals were to carry the socialist germs while the working class shrugged it off. For some years in East Germany there has been a debate over, and resentment expressed about, the very narrow differential between skilled and unskilled workers and lower level managers and foremen. The Communist party, reacting to this movement from below, has encouraged moves to widen pay bands and give higher incentives for responsibility and skill. The assertion of socialist values, then, may be as much to do with a society which had been based on a relatively undifferentiated working class as with ideology; and once these differences are accentuated, new forms of political expression may in freer times emerge to represent their interests. It is these social shifts which have assisted in the change which now grips the Socialist Unity (Communist) party and which gives it the aspect it now has, of a man trying to climb up a down escalator. It is, of course, running up as hard as it can. Mr Krenz has not just swept away most of his politburo comrades, he has replaced or seen elected a raft of new first secretaries of city and district parties, some of whom, like Mr Roland Claus in

Halle, and Dr Norbert Hertcher in Karl-Marx Stadt, are still in their 80s. Beyond the party - if any area of political and public life can be said to be beyond the party -

It may be that the opposition groups do not represent reunification sentiment because there is little to represent

there have been similar casualties. The new leadership has promised free elections, a rewriting of the penal code, new powers for local authorities and of course a complete renewal of the party itself. It has sought to tie the can of guilt to the tails of departing politburo members in Gunter Mittag and Joachim Herrmann, and to a period of "impotence and silence" on the part of the politburo during the accelerating wave of emigration in late summer and autumn. But it has not been enough. Last Friday, Mr Krenz stood before some 18,000 party members after the conclusion of the central committee meeting and defended its

decision to call a party conference in mid-December. By Monday of this week, the politburo had been forced, by pressure from within the party, to concede a congress, which has the power to sack the central committee and thus the politburo and Mr Krenz, too. Can he survive that? He was always an unlikely reformer. He is given lukewarm receptions even by his own party, and he is now openly mocked on the streets. The Liberal Democrats have picked up another theme of the streets in their proposal to end the party's constitutionally safeguarded "leading role". The best guess now is that the party will lose power. Mr Krenz will, of course, be secure in history as the leader who opened up the Wall - yet in his phone call with Chancellor Kohl he was concerned above all to stress that the decision on free travel was a sovereign one, which in no way brought into play discussion of German unity. That insistence on sovereignty is wholly comprehensible from the eastern side. The opening of the Wall is not a one-way, East to West affair. This past week, the emotional and political power of West Germany has been palpable in the East as images of Mr Kohl, Mr Walter Momper, the mayor of West

Berlin, and Mr Willi Brandt, the former mayor, former Chancellor and progenitor of Ostpolitik, were beamed continually in on the western television channels. On every street corner, it has seemed, a West German TV crew dressed like models with their Mercedes by the kerb, courteously poke microphones into East German faces and invite frank dialogue. I asked one reporter what reaction he found. He said: "I sense they see us as rich and arrogant, but they do not say it."

Arrogance is one thing the West Germans are anxious to avoid, but in avoiding it, they demonstrate the gulf between the two Germanys, and the consciousness of their own power. You can see the gulf in clothes, in cars, even in hairstyle and complexion. If that is evident to a Westerner, how much more deeply must it be felt by an East German? East German socialism, finally, may thus also contain an element of defensiveness, a shield against the glowing, designer-clad kinfolk, much as British socialism was a protection against the glad-handing Americans. They are a different people - or at least a common people with 40 years of different experiences. Will socialism, now that it promises to be democratic, be enough to keep them apart?

Rush of events in Berlin causes deep disquiet among Israelis

By Hugh Carmegy in Jerusalem

NEWS FROM beyond the Middle East seldom makes much of an impression in the country with its own affairs. One issue, however, intrudes like few others - the German question.

The rush of events in East Germany, culminating in the opening of the Berlin Wall and the sight of Germans emotionally reunited, has inevitably evoked a profound spasm of disquiet among Israelis, for whom the Nazi slaughter of 6m Jews during the Second World War is both an ever-present memory and the ultimate touchstone of national unity.

Public reactions - especially to suggestions of a re-united Germany - have almost all reflected a sustained and deep-seated distrust of the Germans. Mr Yitzhak Shamir, the Palestinian Prime Minister, all of whose family died in the war, said the question of the future of Germany was "a most grave problem". One newspaper said talk of reunification "aroused horror".

Jerusalem's Mayor Teddy Kolek struck a different note in welcoming the breach of the Berlin Wall, but mostly the response has been less

accommodating. One man well placed to comment is Josef Burg, president of the Mizrahi religious Zionist movement, a minister under every Israeli Prime Minister and very much an Israeli elder statesman. He was born in Dresden in 1909, studied at the universities of Leipzig and Berlin and came to Palestine in 1939. He was in Berlin on Kristallnacht in November 1938. His mother died in Theresienstadt concentration camp. He is now the figurehead chairman of Yad Vashem, the Holocaust museum in Jerusalem.

He confesses a reluctance to speak too freely about his feelings about Germany, to which he has returned on several visits. "There is a part of my heart which is closed," he says. He also does not want to be seen to speak for others. "You are here in a country where there are tens of thousands of people who still have their serial numbers from concentration camps tattooed on their forearms."

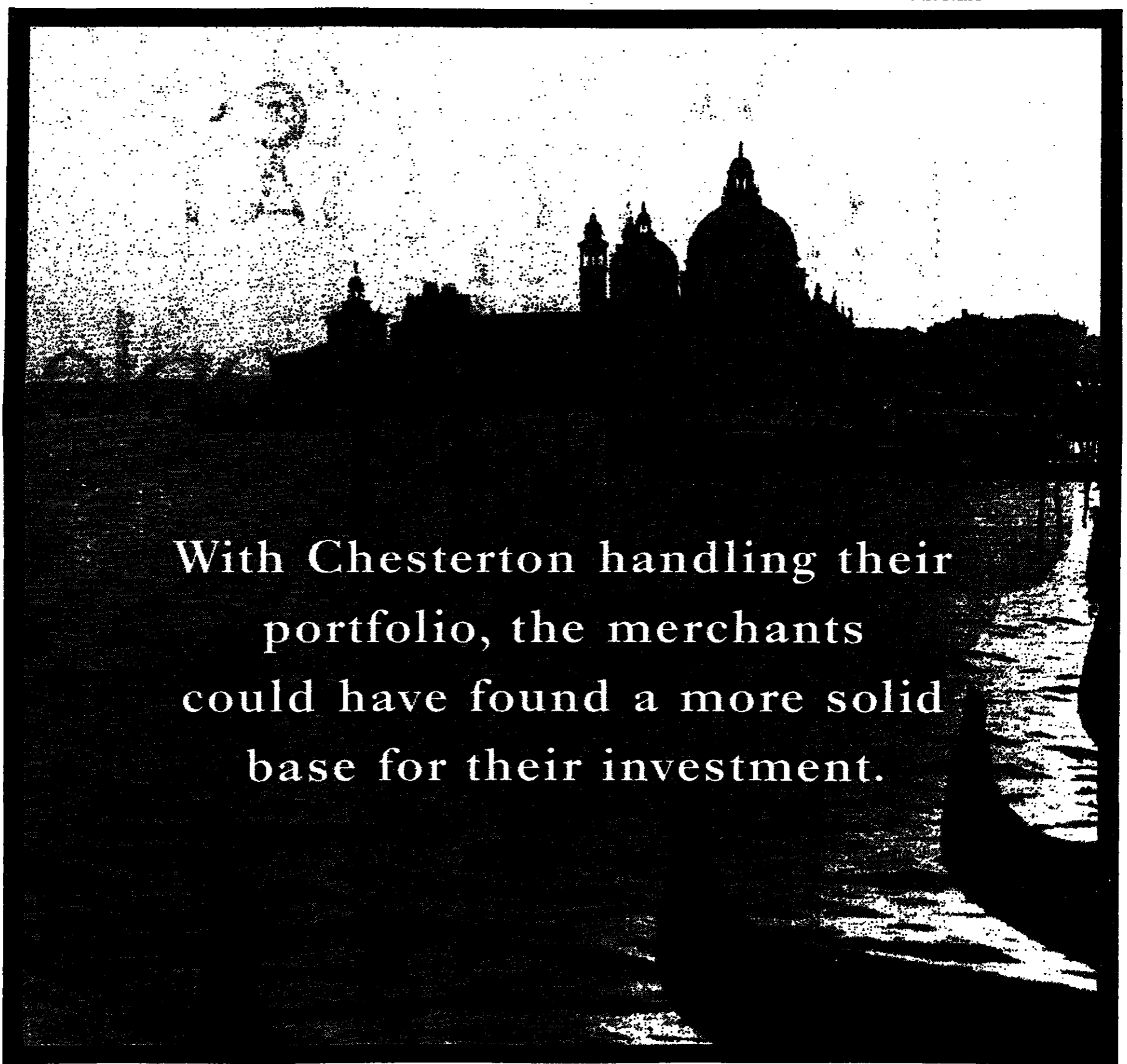
But asked about the prospect of a resurgent German nationalism, he replies: "It is not a re-awakening because it was never sleeping. From the point of view of the Jewish

generation of the Holocaust this is a problem which casts a very dark shadow." After a pause, he adds: "But the decisions about future developments are in the hands of the big powers."

He is certainly not dogmatic about the future. "I voted for the establishment of (Israel's) diplomatic relations with Adenauer because, in my eyes, without Germany there is no Europe. We cannot forget the past, but we are obliged to build the future."

He is in favour of diplomatic relations with East Germany, but only if it first renounces its support for the Palestine Liberation Organisation and then reverses its refusal to accept responsibility for Nazi actions and pay reparations, as West Germany did.

"I understand their joy," he says of the television scenes from Berlin. "They are inebriated by events. But the problems still exist. The joy of the moment does not overcome the problems of duration. In between today and (the possibility of reunification) there will be years when we will see what the attitude and behaviour of the Germans will be and how much they have learnt the lessons of history."



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Brussels acts on aid to Enimont

By Lucy Kellaway in Brussels BRUSSELS HAS decided to reopen proceedings against the Italian Government over possible illegal tax breaks granted to Enimont, the chemicals company. The initial problem arose during the summer, when the Government issued a decree that would have halved the capital gains tax bill to be paid by the company, which was formed when Montedison and the chemicals interests of Eni merged last year. The Commission had complained that although the decree did not mention Enimont by name, it was unduly specific and amounted to state aid which gave the company an unfair competitive advantage. A modified decree acceptable to the Commission was this summer voted down by the Italian Parliament. A new decree has now been proposed which the Commission does not regard as much better than the original one. The Commission's decision to act follows a similar decision taken over illegal state aid paid by the French Government to Renault, the state-owned car producer. Enimont's capital gains, which arose on a revaluation of assets at the time of the merger, could result in a bill of about L255m (288m). Rome is now required to come up with an alternative plan, or face the possibility that Brussels could force Enimont to pay its bill in full.

Commission warning to banks

By Lucy Kellaway THE European Commission yesterday sought to increase its influence over the banking sector of the European Community by announcing that it would not tolerate interest-rate fixing arrangements between banks. Over the past year the Commission had intervened several times over the agreement between financial institutions on commission levels, but has so far not intervened in the setting of interest rates. Sir Leon Brittan, the Commissioner responsible for competition, has written to the European Banking Federation calling for an end to any interbank agreements on interest rates, on the grounds that these are anti-competitive and hinder the creation of a single market. Officials yesterday were reluctant to cite any examples of such pricing arrangements between banks, but said that they existed in some member states. Since the last Commission survey was conducted seven years ago, arrangements in many countries have become more open, in line with a general increase in competition in financial markets. The warning would not cover the setting of base rates by governments, nor the operation of monetary policy, so long as this did not encourage the establishment of cartels, the Commission said.

French consumer prices edge up in October

By George Graham in Paris FRENCH CONSUMER prices rose by 0.4 per cent last month, taking the annual inflation rate to between 3.5 and 3.6 per cent. Mr Pierre Bérégovoy, the Finance Minister, said that October's inflation figures had been affected by the rise in rents, including the index of one every quarter, and by higher prices for food and oil products. "The result reminds us that we must hold the line, and that is the Government's intention," Mr Bérégovoy said. He warned that there might be increased inflationary pressure at the beginning of next year, and for that reason the

Government was determined not to relax its vigilance. France's inflation rate now stands 0.3-0.4 percentage points higher than West Germany's, following the downward revision of the West German index. The French rate is 1 percentage point lower than the average of its eight main trading partners. Reuters adds: France is likely to report a seasonally adjusted trade deficit for August of FF7.5bn-FF9bn, a survey of French and international economists shows. The data, scheduled for release early today, have been delayed from the normal September date because of strikes.

OVERSEAS NEWS

Sri Lanka's economy close to collapse

Years of civil war have stifled growth and killed tourism, reports Mervyn de Silva

COLOMBO'S taxi drivers were taking no chances. Anticipating a steep rise in petrol prices, they pleaded their meters were out of action and bargained over the taxi fare.

But Mr DB Wijetunge, who is both Prime Minister and Finance Minister of Sri Lanka, announced no increase in this week's budget. That does not mean the taxi drivers were wrong.

"These things are not done in budget speeches any more," said Mr Bernard Soysa, a former deputy finance minister.

Rumours were rife that the country's foreign reserves had fallen to less than a week's import bill

"The oil corporations will do it quietly and they know by exactly how much since our treasury team returned from Washington," he added cryptically.

The Sri Lankan Petroleum Corporation has good reason to jack up prices. Recently, the opposition howled when it signed a contract for six cargoes of 120,000 tonnes of crude each with the South Korean Daewoo corporation at a cost of more than \$100m (£63m).

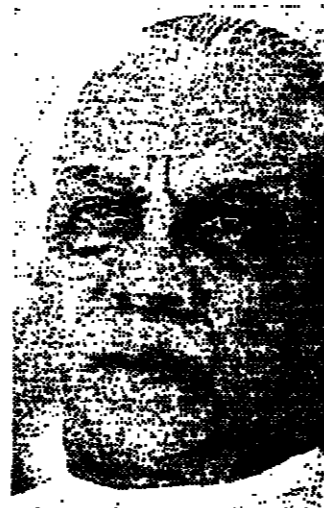
The normal tender procedures had been ignored. The industries minister explained why: the corporation owed its traditional suppliers nearly \$78m. Those bills had to be paid. If it defaulted, the word would get out that Sri Lanka was broke.

Rumours were already rife that Sri Lanka's foreign reserves were down to less than a week's import bill. If the oil contract, guaranteed by the central bank, had not been signed, all transport on the island would have ground to a halt.

Sri Lanka, racked by years of ethnic warfare which has killed off tourism and stifled growth, is on the brink of economic collapse and its increasingly hard-pressed citizens are paying an increasingly heavy price. Petrol and kerosene prices will indeed go up, following flour, sugar, rice, milk and electricity.

One by one, subsidies are being removed. Rail and bus fares will rise. The electricity board has threatened to cut off supply to defaulters; debt collectors from the telecommunications department are now visiting the homes of late payers.

The runaway spending of 1988, an election year, and President Ranasinghe Premadasa's \$400m poverty alleviation programme, his vote-winning policy, were the last gasp



Wijetunge: announced no rise in petrol prices

of the good times of spending money which was not being earned. Already the poverty alleviation programme has been scaled down, together with most other welfare policies. Austerity lies ahead.

Sri Lanka's aid donors have long taken a sympathetic view of the country's plight. But this year's campaign of economic

disruption, sabotage and violence by the extreme nationalist Sinhala group, the JVP, compelled the World Bank to postpone the aid group meeting.

The International Monetary Fund had already held back the second instalment of a vital loan.

Nevertheless, considering that Sri Lanka has failed to respect binding commitments to the IMF and the World Bank and promises to donors, the aid group was still being exceptionally tolerant when it finally met this year. It pledged \$785m, an increase of \$173m over last year.

The IMF eventually released the delayed \$77m instalment to demonstrate international confidence at a time when a flight of capital and skilled personnel had demoralised the island's business community.

And even now the IMF conditions for Sri Lanka remain far less harsh than those imposed on many Third World countries.

The crisis is so deep however that collapse may be inevitable, given the continuing terrorist activities of the JVP. Several ministries have been closed, and many government departments and corporations wound up. More than 4,000 marketing department workers lost their jobs last month. That will be the pattern.

On one level the austere budget looks necessary and prudent: consumer subsidies have been slashed, together with the anti-poverty programme; the budget deficit has been reduced from 14 per cent of GDP last year to 10 per cent.

Alling state enterprises will be sold to foreigners. Privatisation failed when it was restricted to Sri Lankans but last week a state-owned textile mill was sold to a South Korean company for \$7m. The devaluation of the rupee will be accelerated.

On top of the civil war, rising inflation and unemployment may turn into an explosive mix

But the great danger of the budget measures is that an already unsettled population will encounter rising inflation and rising unemployment. Such a mixture would be explosive in the present climate.

It used to be the JVP which forced "hartals" or strikes. Now the established trades unions are stirring. So far 17 unions have asked for a 40 per cent pay hike. Austerity may be the least of Sri Lanka's problems.

JVP rebels broken says minister

SRI LANKA yesterday claimed that arrests and killings of rebel leaders had broken the back of a left-wing Sinhalese guerrilla movement trying to topple the government, Reuters reports from Colombo.

Mr Rohana Wijeweera, leader of the People's Liberation Front (JVP), and his deputy, Mr Upatissa Gansapala, were killed in separate incidents on Monday and their bodies cremated in secret by government officials.

"The match is over," Mr Ranjan Wijeratne, foreign minister and deputy defence minister, told a news conference. He said that six of the seven members of the front's politburo had recently been killed or arrested. "When the top is gone, you must expect the rest to fall."

Mr Wijeratne urged guerrillas to give themselves up. "We are making a final appeal to the rank and file to lay down arms and stop further violent activity," he said. "They can lay down their arms at police stations and come forward. They will be looked after."

Mr Wijeratne said rebels should heed an appeal their leader had made to stop violence before he died. State television showed a video recording on Wednesday of the statement Mr Wijeweera made hours before he was killed.

Opposition sees crushing defeat for Indian PM

By David Housego in New Delhi

SENIOR opposition leaders believe Prime Minister Rajiv Gandhi's Congress Party will be routed in next week's general election.

Internal opposition forecasts prepared on the basis of a constituency analysis give the Congress 180 seats of the 527 being contested. These forecasts were prepared a week ago and opposition leaders think that with the tide in the north still running in their favour, the number of seats won by Congress could drop to between 155-175.

The forecasts do not differ greatly from those of the Intelligence Bureau, which is understood to have told Mr Gandhi recently that Congress could count on only 180 seats. In the 1984 election Congress won a landslide victory with 415 seats.

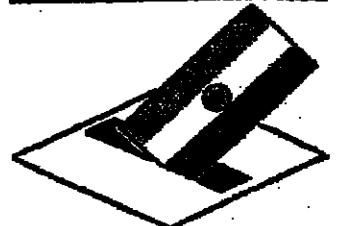
The opposition expects, however, that the National Front - the alliance led by Mr V P Singh which groups the Janata Dal and various regional parties - will have only 156 seats. In the new Assembly on the basis of the forecasts it did a week ago. This would mean it would not have an absolute majority but would be able to form a minority government dependent on support from outside the administration.

From the Hindu radical BJP party and the Marxist parties. The opposition forecasts give the BJP 71 seats in the new Assembly - as against two in the last Parliament - and the two Communist parties a total of 66 seats. These two parties have been involved in a seat-sharing arrangement with the National Front to defeat the Congress.

If the opposition forecasts prove correct, the position of Mr Gandhi as leader of the Congress would inevitably be at risk. The balance of power within the Congress would also change, with the bulk of the new parliamentary membership coming from the south.

The opposition forecasts show Congress retaining only 52 seats in the seven states (including Delhi) of the Hindi-speaking north, traditionally the Congress stronghold, but would remain strong in the prosperous western state of Maharashtra, retaining at least 35 of the 68 seats.

Indian Elections



Of the almost 200 seats that the opposition believes would be won by the National Front, 155 would go to the northern-based Janata Dal led by Mr Singh. As the National Front is not officially recognised as a political party, this could mean Congress would still remain the largest party in the new Assembly but in no position to form a government.

Opposition leaders believe that the Congress party will split in the wake of such a heavy defeat, comparable to that of Mrs Gandhi in 1977 after the Emergency.



Gandhi: even the Intelligence Bureau sees a defeat for Congress

Last Nehru offers his prescription

David Housego watches Gandhi's cousin in the opposition ranks

IF THE Nehru dynasty falls from power in next week's Indian general election - as now seems increasingly probable - there will still be one member of the family left in the upper echelons of government. The likely survivor is Mr Arun Nehru, cousin to Prime Minister Rajiv Gandhi and formerly one of his senior ministers but now a leading member of the opposition.

Bumping down a dusty track in his Bilhar constituency in Uttar Pradesh (UP), Mr Nehru has no doubt that he will win it for the opposition. "There is a tidal wave here," he says, and predicts that he will get 80 per cent of the vote.

In UP itself, the largest state in the union and the one most critical to the outcome of the election, he believes that the opposition will win 75 of the state's 85 seats in the Parliament, against the two it won in 1984.

Before choosing to stand for Bilhar as the candidate of the Janata Dal, the main opposition group, Mr Nehru had never set foot in the constituency. But as his motor cavalcade weaves through remote villages in this remote corner of the state, crowds flock out to greet him and listen attentively to his wayside speeches.

Mr Nehru, as Congress Party general secretary, managed Mr Gandhi's electoral campaign in 1984. He has equally played a pivotal role in this election - negotiating with Mr V P Singh, also a senior minister under Mr Gandhi and now leader of the opposition, on the distribution of seats among the opposition parties so as to avoid splitting their votes in three-cornered fights with the Congress.

If the National Front does come to power, Mr Nehru believes it must tackle the fundamental defects in government with which people are now disgusted - the tyranny of officialdom, the delays and corruption bred by unnecessary controls and regulations, the abuse of patronage to provide jobs and promotion.

"It's no use just winning an election," he says. "We've got to have a major restructuring."

reformer programme in 1985 but was beaten by "the system" and abandoned it. "Once you let slip and go downhill, there is nobody to help you," he says.

As a first step in such a restructuring, Mr Nehru believes there must be a return to cabinet government - "collective functioning" - instead of the personal, autocratic rule of Mr Gandhi's administration. "One of the things that Rajiv went wrong on was that he disbanded a ministerial team."

Mr Nehru himself was dismissed from the government in 1986 and expelled from the Congress Party because the prime minister felt his cousin was plotting against him.

Other elements in restructuring would include greater devolution of power to the states, more democratically-run political parties, and a simplified administration with fewer controls and licensing.

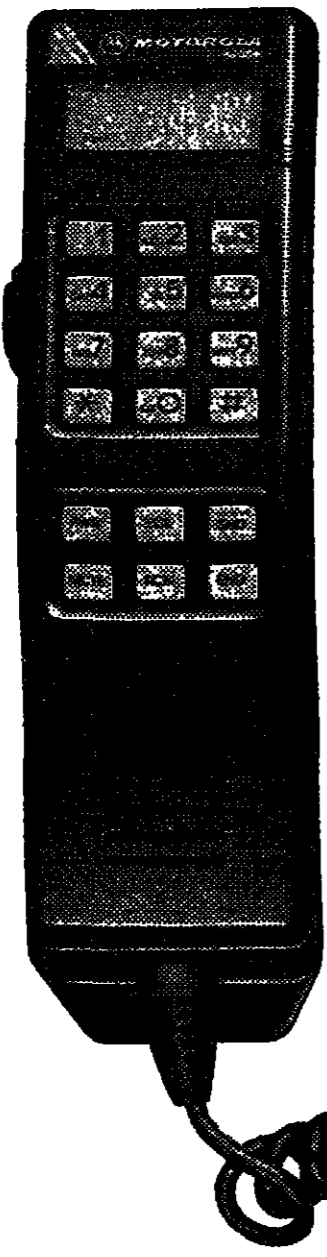
Mr Nehru believes Mr Gandhi will lose the election because "people feel Rajiv is incompetent to run India. They think the country is too large for him. He can't handle it."

He adds: "Take the Westland helicopter [which India obtained from Britain under an aid package]. He made a statement in Parliament saying it was junk. Then he told me to tell the British High Commissioner that it was not junk but we could not buy it. Then we bought it."

Though Mr Nehru is a close and influential colleague of Mr V P Singh, he has kept a low profile during the campaign. As Congress Party secretary and minister, he earned a reputation as a power player and operator.

Among the charges levelled against him are that he that he was used by Mrs Gandhi to unseat the government of Dr Farooq Abdullah in Kashmir and that he was responsible for unlocking the doors of the Babri Masjid mosque in Ayodhya to allow Hindus to worship there in 1986.

Mr Nehru believes that once the election is over tension between Hindus and Muslims will ease. But he thinks the next government will have to take a tough line against extremists from both sides.



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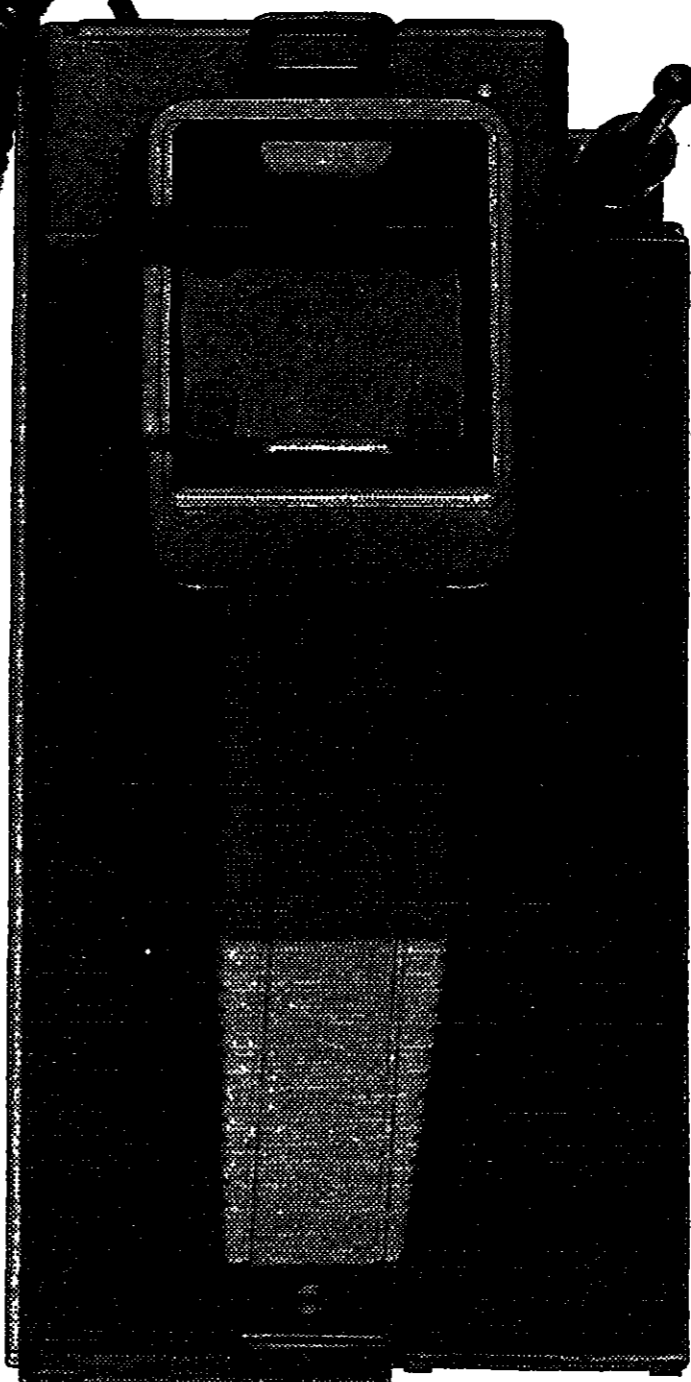
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OVERSEAS NEWS

De Klerk ends apartheid on S African beaches

By Paul Wakemeir in Johannesburg
PRESIDENT F W de Klerk, the South African President, yesterday announced plans to end segregation of recreational facilities, with all beaches to be desegregated immediately.

Cabbage crisis grows as Peking protest bites

By Peter Ellingsen in Peking
WHILE China's government pushes its latest campaign, a crackdown on 'The Six Evil Vices', the people of Peking, where resentment about June's massacre of democracy campaigners still runs high, are presenting their discontent in the simplest way possible - by fermenting a cabbage crisis.

Returning Egyptians tell of Iraqi 'brutality'

By Tony Walker in Cairo
THERE WERE wild scenes at Cairo airport yesterday as thousands of itinerant Egyptian workers crowded through the rundown terminal building after arriving from Iraq on special flights.

Fragile progress for Arab human rights

A Cairo-based watchdog group has found a few positive signs, reports Tony Walker

WHEN THE Arab Organisation of Human Rights was formed in 1983, delegates were obliged to meet in Cyprus to avoid the censure of hostile Arab regimes. In a region not noted for its respect for human rights there was little enthusiasm for the establishment of a pan-Arab group committed to exposing widespread abuses of personal liberties.

Paris agrees return of Mirage fighters to Libya

By George Graham in Paris
THE French government has authorised the return of three Mirage jet fighters aircraft to Libya in a move that appears to reflect a slight thaw in diplomatic relations following the agreement in August between Libya and Chad opening the way to a settlement of their boundary disputes.

Paris agrees return of Mirage fighters to Libya

of the Libyan armed forces, an official said. They are, however, understood to have been blocked in August this year, but it has proved difficult to put the agreement into effect, and follow-up talks appear to be stalled.

Norwegian UN troops in Lebanon come under fire

By Lara Mariow
RELATIONS between the United Nations interim force in Lebanon (Unifil) and the Israeli-backed South Lebanon Army (SLA) deteriorated further yesterday after masked gunmen fired automatic weapons on two positions manned by the Norwegian UN battalion during the night.

Norwegian UN troops in Lebanon come under fire

point near the southern Lebanese village of Ibi el-Saki. Unifil was created to supervise the departure of Israeli troops and Palestinian guerrillas from southern Lebanon in March 1978.

THE VOICE OF SOUTH AFRICAN BUSINESS

There's a place for constructive development of the black business arena

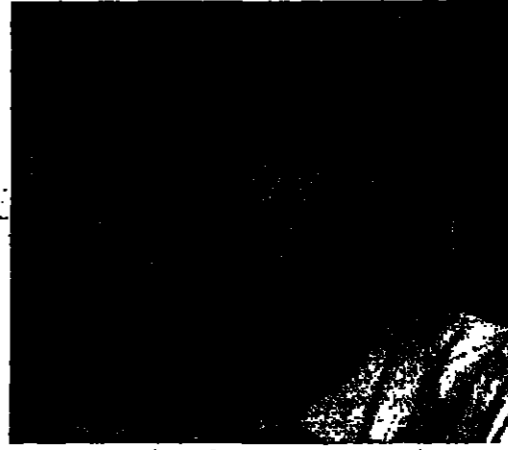
James Chapman, Managing Director of Taxi SA Marketing and National Adviser, Southern Africa Black Taxi Association (SABTA) talks to John Spiers, Finance Editor of the Johannesburg Sunday Star.

Interview transcript between John Spiers and James Chapman. Spiers asks questions about SABTA's role, membership, and the taxi industry. Chapman provides detailed answers regarding the organization's goals and the challenges of the black business community in South Africa.

Advertisement for 'Jewels of Europe' featuring a 21-day wonder holiday for \$795. Includes contact information for departures to 147 towns in England & Wales.

Moslem rebels seize town
MOSLEM rebels seized a southern Philippine town yesterday and exploded bombs in another, halting negotiations ahead of a referendum on autonomy this weekend, the military said, Reuters reports from Iligan.

CREDIT LYONNAIS US \$ 300,000,000 Floating Rate Notes due 1996. Notice is hereby given to the holders of the above mentioned Notes that Credit Lyonnais will proceed on December 18, 1989 to the early redemption of the outstanding amount of US \$ 150,000,000.



James Chapman

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AMERICAN NEWS

Soldiers kill six priests

By Tim Coone in San Salvador

THE DIRECTOR of the Central American University in El Salvador, Father Ignacio Ellacuria, was killed early yesterday morning, along with five other Jesuit priests, by a military death squad.

Dragged from their beds in a university dormitory by an estimated 30 soldiers, according to eye-witnesses, they were shot at point-blank range with automatic rifles. A cook and her 15-year-old daughter were also shot in an adjoining room.

former President Napoleon Duarte, and had on several occasions acted as a trusted mediator between President Duarte's government and the left-wing FMLN guerrillas.

US sees Polish food aid need as short-term

By Nancy Dunne in Washington

THE US has sent to Poland its first \$125m in food aid shipments and has begun to procure the 10,000 tonnes of promised pork.

A change in view via either wing

Ivo Dawnya assesses prospects for Brazil after its first-round poll

IN a country where a tiny elite models its style on the Dallas television soap opera from the US, and the vast majority survives on the equivalent of less than \$100 a month, it was inevitable that Brazil's first presidential election under universal suffrage in 29 years would be about change.



Lula (left) and Collor: Political polarisation by the ballots

where the social democratic Senator Mario Covas, almost certainly in fourth place on Wednesday, picked up many more votes than had been expected.

US reassesses ties with Europe

By Peter Riddell, US Editor, in Washington

THE possibility of closer and more formal political links between the US and Europe, as suggested by a senior State Department official, represents a significant step forward in the reassessment of transatlantic relations by the Bush administration.

There would be no Marshall Plan of massive US aid, not only because of domestic budgetary constraints but also because of the strength of western Europe.

A divergence of view from western Europe. Consequently, President Bush stressed that his meeting in two weeks' time off Malta with President Mikhail Gorbachev will not be "to negotiate the future of Europe."

The US has learned through long, bitter experience in its foreign aid programme, that too much aid can displace local supplies and put local farmers out of business.

It was just this elite group, alleged to be backed by President José Sarney, which lay behind the last-minute attempt to run as a candidate the television personality Mr Silvio Santos, in what was widely condemned as a cynical manoeuvre to confine the voters' second-round choice to two right-wingers.

MEXICO is aiming for a growth rate of 3.5 per cent in 1990 under the macroeconomic projections accompanying the budget outlined to the Chamber of Deputies on Wednesday.

At the same time, a full yesterday in the financial markets has already been given to the election's famous volatility and rising popular disgust with the ruling class.

At the same time, a full yesterday in the financial markets has already been given to the election's famous volatility and rising popular disgust with the ruling class.

More Chicago traders charged in fraud probe

By Deborah Hargreaves in Chicago

TWO MORE Chicago futures traders were indicted for alleged trading abuse yesterday as part of the US government's continuing investigation into futures fraud.

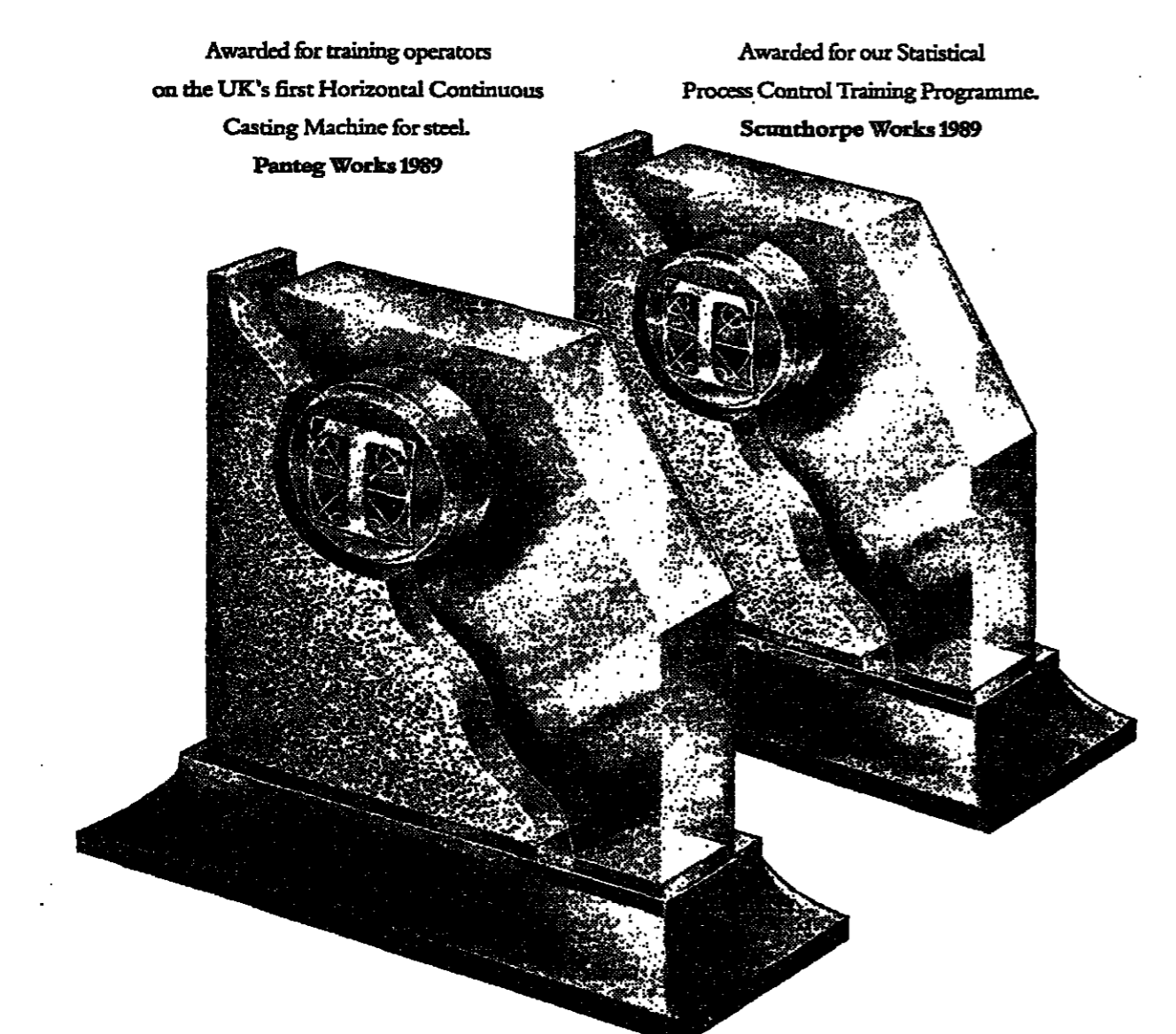
The FBI sting inquiry is the largest investigation ever into commodities fraud in the US and the agency has reiterated its commitment to cleaning up the futures industry.

Oakland Bridge to reopen

By Louise Kehoe in San Francisco

THE SAN Francisco Oakland Bay Bridge is scheduled to reopen tomorrow, one month after its upper span was snapped by the deadly earthquake that jolted the San Francisco Bay Area on October 17th.

For the 250 thousand commuters who before the quake regularly crossed the bridge each day to reach their jobs in San Francisco, the reopening of the span is not likely to bring immediate relief from the traffic congestion that has snarled the city's streets for the past month.

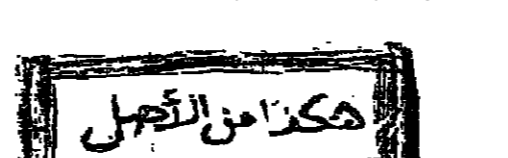


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FT FINANCIAL TIMES CONFERENCES WORLD PULP & PAPER CONFERENCE Hotel Inter-Continental, London 12 & 13 December, 1989. Speakers include: Mr Carl G Björnberg, Mr Hans de Korver, Mr Friedrich Lühde, Mr Bo Wergens, M. Jean Paul Franlatte, Mr Rune Brandinger, Mr Adam Zimmerman, Dr Einar Bohmer, Mr Peter Williams, Mr Ian Kennedy, Dr Francesco Sottrici, Mr Bernd Löff.



GEA goes public - the largest initial Public Offering during the last 3 years in Germany

WHAT IS GEA?

We are a technology group with worldwide operations and total sales of 1.2 billion DM.

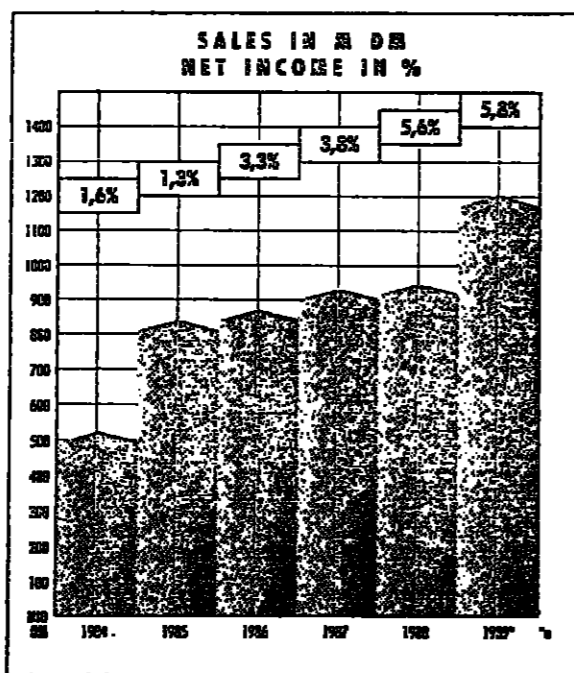
Emerging from GEA Luftkühlgesellschaft which was founded in 1920, we were pioneers in the field of air cooled heat exchangers. Furthermore we have succeeded in becoming a broadly diversified supplier of energy, environment protection, and process technology systems.

With 6,000 staff, 40 product lines and more than 30 manufacturing companies in 13 countries we have acquired a leading position in most of the markets that we entered. Today we have achieved a level of diversification and international market penetration that can balance economic cycles in individual industries and/or countries. This means stability and growth for the benefit of our market partners, our staff and our future shareholders.

GEA's fields of activity break down into 3 major groups:

- Thermal and energy technology
- Air conditioning and refrigeration equipment
- Food and processing systems

In the past five years we more than doubled our annual sales - from DM 521 million to DM 1.2 billion in 1989. This amounts to an average growth rate of 18 per cent p. a. - entirely financed by our own cash flow, consistently with zero-gearing. In the same period



our net income has grown at a much faster rate. This development has been facilitated by numerous innovations within the company. Some 25 per cent of our staff are qualified engineers.

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A special focus of GEA's activities is the development and the distribution of energy-saving technologies for trade and industry.

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Another future orientated activity is our food processing machinery, already accounting for one quarter of our total sales.



THE KOREA-EUROPE FUND LIMITED

(Incorporated with limited liability under the laws of Guernsey, registered number 16612)

Notice to the Holders (the "IDR-Holders") of the International Depositary Receipts ("IDRs") issued by Morgan Guaranty Trust Company of New York (the "Depositary"), each of which represents 500 shares of US\$0.10 each (the "Shares") in The Korea-Europe Fund Limited (the "Company")

PROPOSED CAPITALISATION ISSUE

NOTICE IS HEREBY GIVEN, pursuant to Condition 12(A) of the IDRs, that the Depositary has received a circular dated 16th November, 1989 issued by the Company to shareholders (the "Circular") giving notice of an Extraordinary General Meeting of the Company to be held at 10.30 a.m. on 6th December, 1989, at Earle House, St. Julian's Avenue, St. Peter Port, Guernsey, to consider and, if thought fit, to pass the following resolution, which will be proposed as an Ordinary Resolution:-

THAT:-

- The authorised share capital of the Company be increased from US\$1,000,000 to US\$3,000,000 by the creation of 20,000,000 additional shares of US\$0.10 each; and
- It is desirable to capitalise the sum of US\$1,652,800 standing to the credit of the Company's share premium account, and accordingly the Directors be and they are hereby authorised and directed to appropriate such sum to the holders of the shares of US\$0.10 each on the Register at the close of business on 27th November, 1989 and to apply such sum in paying up in full 16,528,000 of the unissued shares of US\$0.10 each in the capital of the Company, and to allot and distribute such shares (the "Capitalisation Shares") credited as fully paid up to and amongst such holders in the proportion of four Capitalisation Shares for every share held at the close of business on that date, on terms that the Capitalisation Shares shall rank *pari passu* in all respects with the existing shares except that they shall not carry any right to receive any Capitalisation Shares allotted pursuant to this resolution.

IDR-Holders have no right to attend, vote or speak at the Extraordinary General Meeting. However, holders of Coupon No. 3 of each of the IDRs (the "Coupon-Holders") may provide voting instructions in respect of the Shares represented by the IDRs in one of the following ways:

- If, on 27th November, 1989, such IDR is held in an account with Morgan Guaranty Trust Company of New York, Brussels office, as operator of the Euro-Clear system ("Euro-Clear") or CEDEL S.A. ("CEDEL") by sending telex instructions by 5.00 p.m. on 30th November, 1989, to Euro-Clear (Telex 61025 MGTEC E-Attention: Equities Department) or CEDEL (Telex 2791 CEDEL LU-Attention: Securities Administration) as appropriate (i) irrevocably instructing Euro-Clear or CEDEL, as the case may be, to block Coupon No. 3 in respect of the IDR until the conclusion of the Extraordinary General Meeting, or any adjournment thereof, and (ii) irrevocably instructing the Depositary to vote the Shares represented by the IDR for or against the Ordinary Resolution; or
- If, on 27th November, 1989, such IDR is not held in an account with Euro-Clear or CEDEL, by delivering voting instructions by 5.00 p.m. on 30th November, 1989 to Morgan Guaranty Trust Company of New York or Kredietbank S.A., Luxembourg, at one of the offices specified below, together with Coupon No. 3 in respect of the Shares for which such voting instructions are given.

The Depositary will endeavour, so far as practicable and subject to any applicable provisions of law or of the Memorandum and Articles of Association of the Company, to exercise the voting rights attaching to the Shares represented by the IDRs in accordance with such instructions.

If, prior to 5.00 p.m. on 30th November, 1989, no such instructions are transmitted to the Depositary with respect to the voting of the Shares represented by any of the IDRs, the Depositary may exercise or refrain from exercising the voting rights attaching to such Shares as it thinks fit and may, if it thinks fit, give a discretionary proxy to a person nominated by the Company.

Copies of the Circular and forms of voting instructions (for use by holders of IDRs which are not held in an account with Euro-Clear or CEDEL on 27th November, 1989) are available for collection by the IDR-Holders from Morgan Guaranty Trust Company of New York and Kredietbank S.A., Luxembourg, at their respective addresses set out below. Further details of the IDR-Holders' rights to give voting instructions to the Depositary and the procedures to be followed, if the Ordinary Resolution is duly passed, to obtain delivery of new IDRs representing the Capitalisation Shares received by the Depositary or its nominee, are contained in the Circular.

DEPOSITARY
Morgan Guaranty Trust Company of New York
Avenue des Arts 35
1040 Brussels

AGENTS
Morgan Guaranty Trust Company of New York
1 Angel Court Mainzlandstrasse 46
London EC2R 7AE D-6000 Frankfurt-am-Main
Kredietbank S.A. Luxembourg
43 Boulevard Royal
Luxembourg L-2955

Dated 17th November, 1989

WORLD TRADE NEWS

Glaxo expands Singapore factory

By Peter Marsh

GLAXO, Britain's biggest pharmaceutical company, is to spend \$70m expanding its production complex in Singapore. The money will be used to build the site's main factory for the basic chemicals needed for an important series of new drugs.

The investment, announced yesterday, is among the largest by British companies in recent years in Far East manufacturing operations.

It comes a few months after Imperial Chemical Industries said it would spend \$150m on a new chemical plant in Taiwan.

The Glaxo cash, to be spent over the next three years, is on

top of \$70m already invested at the Singapore site. The complex started up in 1982 and employs 225 people.

Glaxo plans to site at the factory the bulk of its worldwide production of the chemical ingredients needed for three new drugs.

These ingredients, following standard practice in the world pharmaceutical industry, will then be transferred to formulation plants in other countries where the chemicals are made into medicines ready for sale.

The three medicines for which Singapore will supply the basic chemicals are omeprazole, for treating nausea associated with cancer therapy; somatostatin, an anti-neurological product; and salmeterol, an asthma formulation.

None is yet on the market but Glaxo is in the late stages of supplying data to regulatory authorities so that the products can go on sale. Some analysts believe the formulations could bring Glaxo large revenues of up to several hundred million pounds a year by the mid 1990s.

Glaxo said it decided on the Singapore investment because of its good experience in the country since 1982. Also it is a good international centre for transporting chemicals to the

US, which accounts for nearly half of Glaxo's sales, and countries in the Far East where the company hopes to build up its presence in the 1990s.

Glaxo said the investment in Singapore did not mean it was reducing its commitment to manufacturing in Britain. The company has in the UK four of its five large plants for making basic chemicals, the fifth being the Singapore factory.

Singapore already makes roughly half the basic chemicals for Glaxo's world sales of Zantac, its ulcer drug which with annual revenues of more than \$1bn is the world's top selling pharmaceutical.

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OECD seeks mixed credit reform

By William Dawkins in Paris

TRADE officials of the 24 members of the Organisation for Economic Co-operation and Development have agreed at a meeting in Paris this week that they should move ahead fast to reform the rules on the use of mixed credits, whereby governments hand out credit with export credits to encourage developing countries to buy their goods.

This leads to needlessly expensive subsidy wars which divert aid away from the most deserving cases, measures may be difficult to apply to trade in services whose liberalisation is currently under discussion in the Uruguay Round of the General Agreement on Tariffs and Trade.

According to a paper written by Mr Bernard Hoekman of the Gatt Secretariat and Mr Michael Ledy of the University of Arizona at a recent conference on dumping, anti-trust and competition policy rules would be better than anti-dumping measures for dealing with problems that arise in service industries.

Separate research conducted by the Gatt Secretariat for negotiators on services also

ing an international agreement to restrain the growing use of trade subsidies as a tool to attract Third World buyers for their exports.

National trade experts are to hold informal bilateral talks on controlling mixed credits over the next few months, to return to Paris for a formal meeting next spring, at which they could decide on more concrete steps forward.

Washington was keen to proceed fast on reforming mixed credits against a cautious response from Japan, and to support its links with developing states in Asia, said observers.

Officials will also discuss a

plan to extend a 1987 ban on interest rate subsidies for loans for rich countries, to embrace middle-income nations.

Another important issue on their agenda is the reform of OECD sectoral rules on agriculture and steel, where the European Community wants tougher controls on US export credits for farm products, while Washington wants to curb the use of export credits for steel plants in the Third World.

Governments used the Paris meeting simply to state their positions, leaving the real negotiations to the bilateral talks which will now follow in their national capitals.

Gatt queries traditional measures

By Peter Montagnon, World Trade Editor

TRADITIONAL trade remedy rules such as anti-dumping and safeguards, measures may be difficult to apply to trade in services whose liberalisation is currently under discussion in the Uruguay Round of the General Agreement on Tariffs and Trade.

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questions the validity of applying safeguard measures, or rules allowing barriers to be erected against sudden surges in imports, to services.

Among the problems raised in the two papers are the difficulty of defining trade injury in services when many "imported" services are actually delivered by companies established and operating within the economy that causes them. The specific nature of service products also makes it difficult to make price comparisons for dumping cases.

The papers suggest that any injury tests that are adopted for trade in services should be based on an economy-wide perception of injury rather than

allowing any special interest groups of consumers or producers to be singled out.

Some international trade officials also argue that it may not be necessary to write trade remedy rules into any agreement on liberalising trade in services, noting that no such rules were included in the US/Canada trade agreement or in that between Australia and New Zealand.

A further problem relates to the nature of the remedies that could be allowed.

Logically such remedies might have to provide for service companies that have invested in an overseas market to disinvest and unwind their operations there.

Texas Air in \$4.5bn Airbus deal

TEXAS AIR said yesterday it had placed firm orders for 20 Airbus Industrie A330 and A340 long-range aircraft and had options for 20 more for its Continental Airlines subsidiary, in a deal valued at \$4.5bn (\$2.65bn). Reuters reports from New York. This is the single largest Airbus order in the US market to date.

The wide-body aircraft are slightly smaller than Boeing 747 jumbo jets and compete with the MD-11 aircraft of McDonnell Douglas.

The order is the second big aircraft purchase this week. On Tuesday, Delta Air Lines said it would spend as much as \$1.0bn on McDonnell Douglas jetliners and Boeing aircraft, in

one of the biggest orders on record.

In July, Texas Air placed firm orders for 50 narrow-body Boeing aircraft and took out options on 50 more in a deal valued at \$2.8bn.

The carrier said at the time it needed wide-body aircraft, adding that Airbus jets would fit well.

Texas Air said up to 25 per cent of the aircraft, which will begin arriving in February 1993, may be assigned to other Texas Air affiliates, including Eastern Airlines.

Airbus is a consortium linking manufacturers from France, West Germany, Britain and Spain. It was founded to provide competition to the US-

dominated aircraft manufacturing industry.

In Paris on Wednesday Airbus Industrie said it had reached a provisional deal to sell the Soviet airline Aeroflot its first Western aircraft.

A banking source in Paris said the preliminary agreement for the deal for up to 10 Airbus A310s hinged on the Soviet airline being able to obtain bank financing for the purchase.

At least two state-owned French banks - Credit Lyonnais and Banque Nationale de Paris - are competing for the Soviet business, he said. The deal would comprise firm orders for five of the twin-engine wide-body aircraft, with options on five more.

Estée Lauder scents Soviet success

Quentin Peel reports on a surprising new arrival in Gorky Street

SIXTEEN years ago Mr Leonard Lauder, son and heir to the Estée Lauder cosmetic empire, attempted to barter perfume for cement in the Soviet Union. The deal fell through because the two Soviet ministries involved could not agree on a price.

Yesterday, at No 6 Gorky Street, a prime downtown site in Moscow (just a stone's throw from the Kremlin), a far more complex dream came true: Mrs Lauder herself came to cut the blue ribbon at a pink granite and stucco perfume shop where her products will be sold for roubles.

That is the most startling fact about the whole exercise and the reason why the Soviet authorities must be waiting with bated breath. For the first time, a large volume of quality western consumer goods are going on sale to Soviet citizens for roubles, and the queues may well rival those at the tomb of Vladimir Lenin, just down the road in Red Square.

It also seems a startling line of products to choose - expensive cosmetics being paid for in hard currency at a time when the Soviet economy is desperately short of foreign exchange. Yet within minutes a crowd was gathering on a street outside and a traditional Soviet queue was trailing round the corner.

The prospect for the products is one of almost infinite demand. For Estée Lauder, the deal is the outcome of several years' painstaking negotiations involving a stream of Soviet state enterprises to find Soviet products which could be exported to earn the hard currency to pay



Raisa Gorbachev, a visitor to Estée Lauder in New York

for beauty products. The company has signed a \$65m deal for its products over the next four years with Mossoviet, the Moscow city council, and Mosgalintyeva, the council's trading arm for cosmetics.

The shop will sell to the public for roubles but the supplies will be paid for in dollars, according to Mrs Jeanette Wagner, president of Estée Lauder International.

Mr Lauder, president of the family company, admits that the market is huge and unpredictable. "We have shipped in huge quantities of our products," he said. "We expect to do as much business here as if

you had your sales at Selfridges, Harrods and Debenhams stores in London combined." In fact the plan is for a monthly turnover of some 1.5m Roubles and prices have been set at a competitive rate against the black market for such products: 15 Roubles for a lipstick and 140 Roubles for a bottle of Knowing perfume.

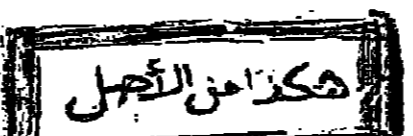
"Intriguing and sensual... Estée Lauder's newest perfume for the knowing woman," the Russian publicity gushes.

So just how have they financed it? That is when all the partners suddenly become secretive. "It's very complicated," Mr Lauder said yesterday.

How much? She wouldn't tell. Mr Lauder says it was only possible thanks to perseverance.

Mrs Raisa Gorbachev visited Estée Lauder in New York last year, but by then, Mr Lauder said, the deal was "99 per cent agreed".

So will the shelves run bare or will the prices have to change, if the demand is simply too great? Mr Smirnov is confident he has enough stock and has set the prices high enough. Or will the crowds number something about Marie Antoinette, as they look at the shortages of basic foodstuffs and household goods in all the other shops?



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UK NEWS

WATER PRIVATISATION

Councils issue asset writs

By Richard Evans

WRITs were issued yesterday against eight of the 10 former water authorities in England and Wales by 15 local authorities claiming compensation for future asset sales.

At stake is up to £12bn of assets transferred from local authority control when the regional water authorities were set up in 1974. The councils argue that compensation should be paid if these assets are sold by the privatised water companies.

However, the legal moves should have no impact on the imminent privatisation of the industry, as Mr Michael Howard, Environment Minister with responsibility for the water industry, has pledged full indemnity for the companies against any liabilities arising from the claims. References to the legal actions will be contained in the final flotation prospectuses to be published next week.

All the former authorities are involved apart from Northumbrian and Wessex, but the situation could alter if more councils decide to join the campaign.

So far the councils involved are Birmingham, Doncaster, Epsom and Ewell, Exeter, Hastings, Hull, Kirkcaldy, Manchester, Newport (Gwent), Norwich, Nottingham, Sheffield, Southampton, Thamesdown and Wolverhampton.

Their legal challenge is twofold. First, it is contended that the 1974 transfer was of control but not ownership, and therefore should the assets be sold, the proceeds rightly belonged to the councils which until 1974 both owned and controlled them.

Second, it is argued that should the first contention not prove valid, then it must logically be the case that ownership was transferred and that local authorities that lost

assets were entitled to compensation under a 1945 Land Act or under common law.

Representatives of the councils, most but not all of which are Labour controlled, denied at a London press conference yesterday that their action was an attempt to disrupt the Government's controversial flotation plans.

Sir Richard Knowles, leader of Birmingham City Council which is claiming compensation of up to £770m, said: "It is not an attempt to stop, delay or disrupt privatisation. It is an attempt to win back for ratepayers what is theirs by right." He argued that the councils had a fiduciary duty to their ratepayers to seek compensation.

The Environment Department said that, based on legal advice, it was confident that the councils' actions were groundless and that there was no legal foundation for them.

Significant increases in emissions forecast

By John Hunt, Environment Correspondent

MASSIVE increases in carbon dioxide emissions in the UK are forecast in confidential Department of Energy figures according to the Association for the Conservation of Energy (ACE).

ACE says that they show that the emissions - which come from fossil fuels such as coal, oil and to a lesser extent gas - will increase by 37 per cent by the year 2006 and by 73 per cent by 2020.

Carbon dioxide is the main contributor to global warming, the so-called greenhouse effect. The forecast is an embarrassment to the Government at a time when Mrs Thatcher in her speech to the United Nations has just called for international action to tackle climate change.

ACE wants to see an expansion of the Government's programme of energy efficiency in order to reduce carbon dioxide emissions. But in fact, in the Chancellor of the Exchequer's autumn statement on Wednesday, the budget of the Energy Efficiency Office budget has been frozen for the next three years.

If inflation is taken into account it will effectively be reduced in real terms. Currently it is £16m, next year it will be £15.04m, in 1991 £15.2m and in 1992 £15.6m.

The Department of Energy projections are based on the assumption of high oil prices and economic growth of 2.25 per cent a year. ACE says the figures show a significant decrease in the nuclear power contribution to energy supplies by 2020 - down 14 per cent on current levels.

Protestants rail at 'blind injustice'

Kieran Cooke reports on a controversial conviction in N Ireland

ON November 8, 1983, Mr Adrian Carroll, a 24-year-old Roman Catholic, was shot dead in the centre of Armagh as he walked home for lunch.

In July 1986, after a trial lasting 84 days, four members of the Ulster Defence Regiment (UDR) - Neil Lattimer, 27, Noel Bell, 24, James Hegan, 35, and Winston Allen, 28 - were found guilty by the non-jury Belfast Crown Court of what the judge described as the audaciously planned and executed murder of Mr Carroll.

All four are serving life sentences. Now there is growing concern about the convictions of the Armagh Four, who continue to protest their innocence. The case of the UDR men is similar in many respects to those of the Guildford Four - who were freed as innocent after serving 15 years in jail - and the Birmingham Six. Both the Guildford and Birmingham groups were originally convicted of separate pub bombings in 1974 in which a total of 30 people were killed. Evidence is mounting to throw doubt on the convictions of the Birmingham Six.

In all three cases, the crime is tied in with the politics of Northern Ireland. The convictions rested mainly on the evidence of confessions which those convicted say were extracted after mental and physical torture by the police - in the case of the Armagh Four, the Royal Ulster Constabulary (RUC).

But there is one vital difference - the Armagh Four are Protestants, from a community with long-standing RUC connections. Unionists are reluctant to criticise or call into question police conduct.

"Before this happened I did not really believe some of the nationalist accusations about the RUC," says Mr Norman Bell, father of one of the jailed

men. The families of the four say they have received very little support from the unionist community in their campaign for the case to be re-examined. "People in this community seem to think the police can do no wrong," says Mr Bell. "We are on our own."

But there are signs of a change. Mr Peter Robinson, the Democratic Unionist MP for East Belfast, is compiling a dossier for submission to Mr Peter Brooke, the Northern Ireland Secretary. While nationalist politicians in Northern Ireland have for the most part stayed silent on the case, there are indications that the Dublin Government is interested in the fate of the Armagh Four.

Armagh was a very tense area in 1982. The Irish Republican Army (IRA) was on the offensive. So was the RUC, which had become involved in an alleged "shoot to kill" policy. Roderick Carroll, brother of the man murdered in Armagh and a member of the terrorist group, the Irish National Liberation Army (INLA), had been shot dead by the RUC.

The families of the Armagh Four say the RUC was under pressure to achieve results. They think the four became scapegoats, possibly to appease growing nationalist anger about alleged police discrimination. They feel several aspects of the case are suspect.

The police said the murder of Adrian Carroll was premeditated by the four UDR men, who that day were part of a 13-member patrol in the area. The police said one of the four, Neil Lattimer, had carried out the shooting, aided by the other three.

The families say that the UDR men did not know where they were to patrol until shortly before the event, and so would not have known that

their movements would coincide with those of the murder victim.

There is also the question of what the other members of the patrol were doing at the time of the shooting.

Much of the trial was taken up by the evidence of a Mrs A, who said she had seen Mr Lattimer dressed in civilian clothes, getting into a UDR vehicle when Mr Carroll was shot.

The judge described Mrs A as a highly credible witness. Despite some inconsistencies in her evidence, the judge rejected the evidence of two other witnesses, one who had a very close view of the murder and remains convinced it was not Mr Lattimer and another who saw a car speeding away from the murder site.

In a radio interview earlier this year, Mrs A alleged she had been tricked by the police, although she apparently sticks to her story of seeing Mr Lattimer.

The trial judge said he was satisfied that confessions made by the four had been voluntary and the police had not acted improperly. He said it was incredible to think that a member of the security forces would admit to taking part in a sectarian murder if he was innocent.

The families say the judge was hostile to the defence case from the start. They say the four would have looked on the police as friends, unlike nationalist activists, who are often specially schooled in countering interrogation techniques.

The four UDR men were arrested in early December 1982 and held in the special RUC centre at Castlereagh in Belfast. One of them, Noel Bell, recently wrote an account of what he said happened.

"We, the UDR Four, entered Castlereagh as innocent, naive human beings," he wrote.

"Nothing in UDR training prepares a soldier for interrogation at the hands of experienced detectives. I was shocked and screamed at, called a UDR bastard. Every time I tried to profess my innocence I was shouted down."

"I was slapped on the face, punched repeatedly on the chest and testicles until I fell to the floor. I was repeatedly told how I was supposed to have committed this murder on a guy I didn't even know. To cut a long story short, I was physically and psychologically tortured, brainwashed and degraded until I put my name to a prepared statement in order to get peace."

The four had no known connections with paramilitary organisations. Their families say they joined the UDR not out of any particular feelings of community loyalty, but because the regiment offered one of the few sources of employment in the area.

Mr Carroll, the Protestant Action Force (PAF), a cover name often used by the loyalist paramilitary Ulster Volunteer Force, said it was responsible. Last year, after a failed appeal against the convictions, the PAF repeated that it was responsible for the murder.

The families say that on several occasions during the trial, the Armagh Four were offered various deals in return for pleading guilty. They refused.

The Northern Ireland Office recently said it would examine any fresh evidence.

The four are convinced that the tide is turning in their favour. As one of them said: "No matter how deep the truth is buried it will always dig itself out in the end. Just ask the Guildford Four."

Teaching plan stresses oral skills

By David Thomas, Education Correspondent

FINAL PROPOSALS to improve the teaching of English to 7-16 year olds were published yesterday by the National Curriculum Council, the body responsible for introducing the new national curriculum.

Previous plans to regard standard English - the grammatically correct form used in public discourse - as one dialect among many and to teach grammar only in context have been retained.

These plans were criticised by traditionalists, but supported by the great majority of respondents from within the educational world to the council's draft proposals published in June. The council has also rejected

the Government's request to give greater emphasis to reading and writing, compared with speaking and listening, in teaching English to 14-16 year olds.

Its insistence on ranking oral skills on a par with reading and writing is based on replies from both educationalists and employers to draft plans published in June. Mr Duncan Graham, the council's chairman, said yesterday: "Industrialists who responded emphasised the importance of speaking and listening."

The council published a consultative report setting out final proposals on the teaching of English to 7-16 year olds in England and Wales. Arrangements for 5-7 year olds have

already been finalised. Mr Graham stressed that the council's proposals would require pupils to understand grammatical terms: "We want to put more pride back into the language - and that requires knowledge of the language and its structure."

The council announced that it would monitor closely how well teachers cope with this aspect of the curriculum.

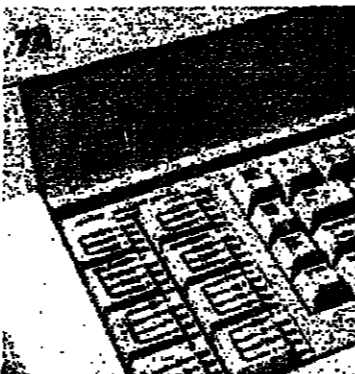
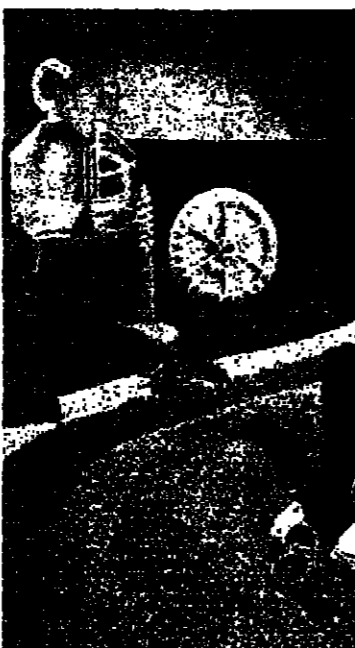
The programmes of study suggest that pupils would not have to speak standard English until secondary school, while they would be introduced to written standard English in primary school. English: Consultation Report, NCC, 15-17 New Street, York YO1 2EA.

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UK NEWS

Unemployment forecast to rise to 1.75m by 1991

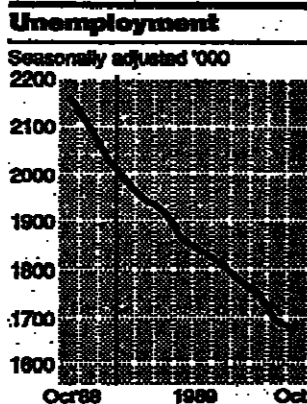
By Simon Holberton, Economics Staff

A SHARP RISE in pay costs and another large fall in unemployment yesterday reinforced the view that pressures from wage inflation in the UK have yet to peak, according to official figures yesterday.

But the Department of Employment's figures indicated that growth in employment in some regions in Britain may have ceased. The West Midlands recorded its first rise in unemployment since August 1988 and the number of jobless rose in East Anglia.

Next Wednesday the Government Actuary will publish his projection for unemployment in the 1990/91 year. This will show an 80,000 rise in unemployment from 1.67m this financial year to 1.75m in coming financial year - the first rise in unemployment since July 1986.

The Government Actuary's estimate of future unemployment is used to determine National Insurance contributions and to assist the Department of Social Security in planning a budget to meet unemployment benefit claims. Mr Norman Fowler, the Employment Secretary, warned that "unjustified" pay settlements threatened the outlook for jobs. Scheduling the Prime Minister and the Chan-



Unemployment (Seasonally adjusted '000)

celor, he said that continuing progress will depend on moderation in wage costs.

The Employment Department said that unemployment, adjusted for seasonal influences, fell by 20,000 last month to 1.67m and accounted to 0.9 per cent of the workforce. This, the 39th consecutive fall in unemployment, took the total and the rate of joblessness to the lowest since October 1980. Over the six months to the end of September, unemployment has fallen by an average of 30,700 a month. Officials put the underlying fall in unemployment at about this level. In September, the underlying rise in average earnings was 5

per cent higher than a year earlier, up from an 8% per cent rise in the 12 months to the end of August. Underlying average earnings in manufacturing alone also stood 5 per cent higher in September compared with a year ago.

Employment Department officials said that the rise in earnings was due to an upward drift in pay settlements, most notable in public sector services, and production industries such as electricity, gas and water, but also in manufacturing.

A quarter of the 20,000 fall in seasonally adjusted unemployment was accounted for by Scotland where the number of jobs fell by 4,900.

Manufacturing companies in the north of Britain are reporting better trading conditions in both domestic and overseas markets than their counterparts in the south, according to the British Chambers of Commerce quarterly economic survey, writes Patrick Harverston.

The findings suggest that the Government's interest-rate squeeze is affecting companies more acutely in the south, where corporate and personal indebtedness is higher.

Bechtel led group wins power plant contract

By Maurice Samuelson

A GROUP led by Bechtel, the US engineering concern, was understood last night to have been chosen to build and operate British Coal's first commercial power station at Bilsthorpe colliery, Nottinghamshire.

The 150MW plant is expected to cost £150m-£160m and will incorporate clean combustion technology designed to meet tight environmental standards as well as high levels of generating efficiency.

It is a joint venture between British Coal and the East Midlands Electricity Board, which will guarantee a market for its output.

British Coal sees it as the first of a chain of pithead power stations which will give it a share in the privatised electricity market.

The Bilsthorpe workforce, represented by the Union of Democratic Mineworkers, will be offered shares in the power station. In exchange, they have tacitly assured the consortium and its financial backers, Kleinwort Benson, that its operations will not be disrupted by industrial action.

Bank seeks monetary control within EC currencies scheme

By Patrick Harverston, Economics Staff

MR ROBIN LEIGH PEMBERTON, the Governor of the Bank of England, said last night that the Bank of England would need to play a greater role in the running of monetary policy if the European Community were to adopt Britain's plan for competing currencies.

Speaking on BBC radio last night, Mr Leigh Pemberton suggested that the Government's proposal for competing currencies within Europe would require a disciplined

monetary policy and a stable pound.

He said that if EC countries accepted currency competition, Britain could face the choice of either handing over the management of monetary policy to the Bank, or letting it play a greater part in the determination of monetary policy.

The debate about the role of the Bank of England was revived last month when Mr Nigel Lawson, the former Chancellor, revealed after his October resignation that he

had put forward the concept of an independent central bank to the Mrs Margaret Thatcher, the Prime Minister, over a year ago.

In the radio interview Mr Leigh Pemberton admitted that he could see some "attractions" in the idea that the responsibility for maintaining a stable currency and stable prices through tight monetary policy should be taken "outside the political arena" and passed to the central bank.

Survey reveals poor state of training in British companies

By John Gapper, Labour Editor

BRITISH companies tend to train employees only when forced to by short-term business needs and many workers have never had any vocational training, according to a Government study.

The results of the most extensive inquiry into the state of vocational training in Britain, were yesterday described as "mind-boggling" by Mr Norman Fowler, Employment Secretary.

ees questioned said they had not undergone any training in the past three years, and more than 40 per cent could not imagine themselves undertaking any training.

The study, by management consultants and employment research groups for the Training Agency, found that employers had increased the number of training days by about 15 per cent between 1984 and 1987. But it concluded that British employers tended to concen-

trate training of particular groups of workers - including school-leavers - those with already high skill levels and people working in areas affected by technical change.

A survey of the employers of 17,800 people carried out for the study by Deloitte, Haskins and Sells found little effort being made to analyse the costs and benefits of training. It was often done to meet short-term business needs.

In Brief BP plans Scottish expansion

British Petroleum unveiled plans for a £560m expansion of its Grangemouth refinery complex near Edinburgh in Scotland. The project will create up to 3,650 jobs during a two year construction phase set to begin in 1991, and about 300 jobs during an earlier design stage.

Heathrow terminal plan
A £23m improvement scheme at Heathrow's Terminal 1 for passengers on domestic flights has been given the green light by BAA.

Mobil gas find
Mobil, the US oil company, has discovered a gas reservoir 6km from its unmanned platform at the Camelot field.

Correction
In an article published on 8 November concerning the way other local authorities were responding to the recent High Court ruling that Hammer-smith & Fulham council was not empowered to engage in swaps, we stated that Haringey council had circulated its bankers saying that it would not make or receive payments while it sought legal advice. This was incorrect and we apologise for our error.

Power chief calls for price rise to promote efficiency

By Maurice Samuelson

ONLY A "significant" increase in electricity prices would produce the standards of efficiency needed to meet the industry's tightening environmental regulations, said one of Britain's top electricity industry officials yesterday.

Mr Robert Malpas, chairman-designate of PowerGen, the generating company, said "significantly higher prices" were needed not only for electricity but all forms of energy - petrol, heating oil, gas, jet fuel, and diesel oil.

He was giving the opening speech at the FT international electricity conference in London attended by about 300 delegates.

Noting that Britain was the only country which did not apply Value Added Tax (VAT) to electricity sales, he said the imposition of high electricity prices via a VAT tax mechanism would "raise howls of protest." But it was "by far the best option around" to reduce waste and environmental damage.

As evidence of how price signals influenced behaviour, Mr Malpas compared pricing and energy consumption in Japan and Sweden. Japan, with electricity prices three times higher than Sweden's, used much less energy per unit of Gross Domestic Product than Sweden. Its higher energy prices also seemed not to have inhibited Japan's economic success.

Referring to the need to reduce emissions of carbon gases, Mr Malpas said he found the concept of a carbon tax on the consumption of fossil fuels "appealing", although it would be difficult to assess the precise total effects on the environment of various fuels.

Mr Henry Coris, deputy general manager of Electricite de France, the French State power utility, highlighted the economic and ecological benefits of nuclear power, which now accounts for more than 70 per cent of France's electricity.

Besides securing French independence in the energy field, it eliminated the need to produce "hundreds of millions of tonnes" of carbon dioxide, thereby avoiding an intensification of the greenhouse effect. It also avoided the emission of millions of tons of sulphur and nitrogen oxides which destroyed forests.

Nuclear power gave France some of the lowest electricity costs in Europe and a buoyant export trade in electricity.

Mr Coris called for greater co-ordination of Europe's electricity market and said this should start with greater trade between utilities.

The fundamental aim was to optimise production and transmission systems for the good of all concerned. In the past, optimisation of capacity had been achieved within individual countries but never on a European level. While power plants sometimes operated in some countries, less expensive plants remained shut down elsewhere.

Discussing the evolution of the American electricity market in the 1960s, Mr David Penn, general manager of Wisconsin Public Power, said that he feared the US could move from a period of "extreme excess capacity" 15 years ago to one of growing shortage.

New capacity included a few central units under construction for some time. But it was becoming dominated by

increasing numbers of gas fired units to meet peak demand.

For the first time in this century, 1989 would see new electric capacity additions from non-utility generators equal capacity additions by traditional regulated electric utilities.

According to Bechtel Power, 40 per cent of new capacity between now and the year 2000 would be met by co-generation (combined heat and power) and independent generators as opposed to traditional generators.

On the marketing front, Mr Penn said that while competitive rivalry had increased there was little chance of a true competitive structure emerging. He blamed this on the difficulty for independent competitors of gaining access to the transmission grid, 80 per cent of which was owned by private electricity utilities which were vertically integrated into generation, transmission and distribution functions.

FT CONFERENCE WORLD ELECTRICITY

"That our country's electric utility industry was allowed to institutionalise and consolidate this private monopoly is the biggest mistake from which you can learn. It is also the biggest constraint limiting our electricity supply future."

For Japan, a rapid growth in electricity demand meant that forecasts for the 1980s would have to be revised, said Mr Togo Miwa, general manager of Tokyo Electric Power.

The latest forecast, in October 1987, had concluded that demand, including independent power production, would increase at the rate of 2.5 per cent a year between 1986 and 1995 and at 2.6 per cent per annum from 1995 to 2000.

But the outlook to the year 2000 is expected to be substantially increased when the Electricity Utility Industry Council brings out a revised forecast next spring.

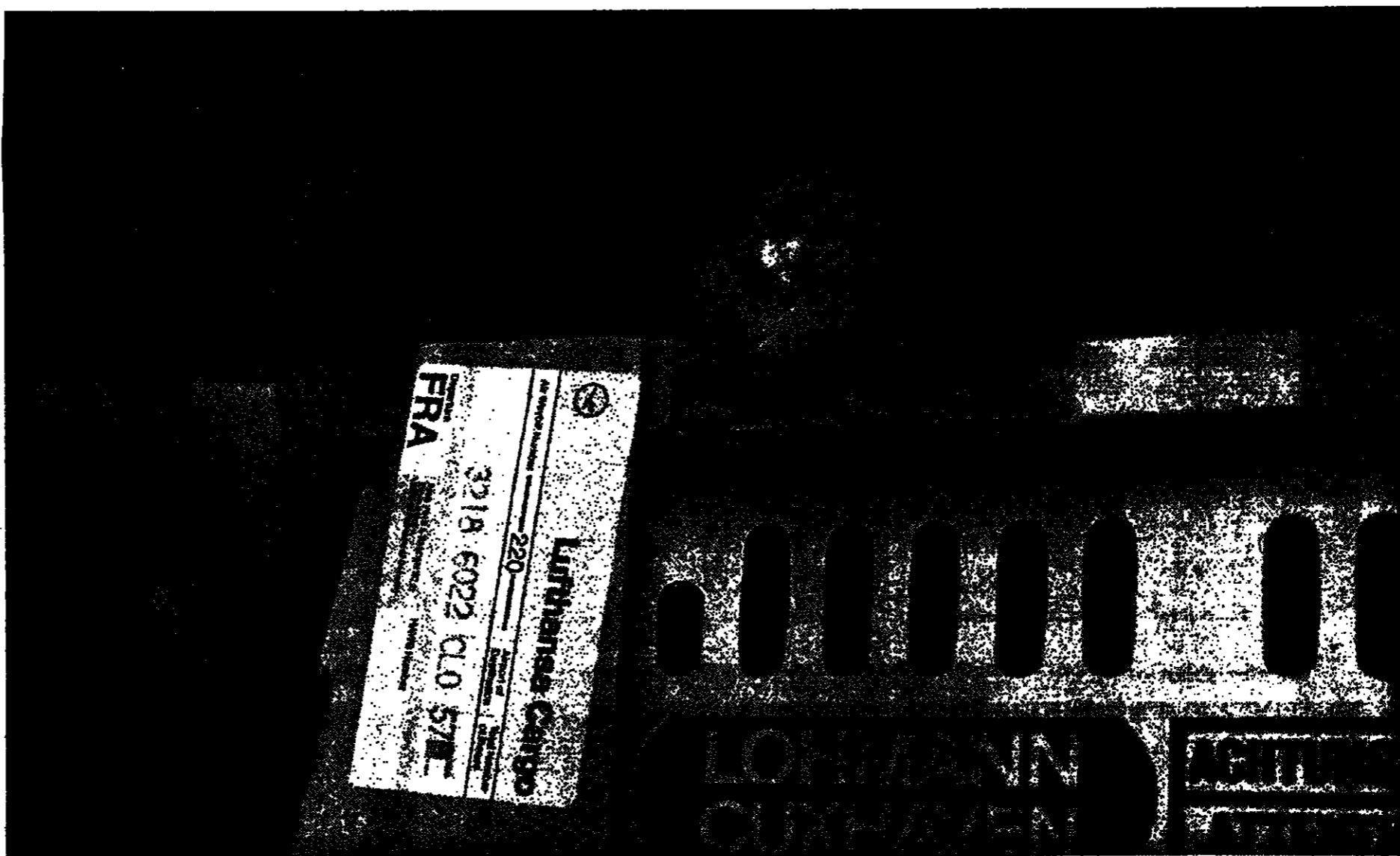
The current outlook suggested a possible increase of more than 50,000 MegaWatts between 1986 and the year 2000, equivalent to 40 new power generating units of 1,100 MW each.

Supplying the necessary capacity was "easier said than done." In Japan, lead times on new plant constructions now took almost 20 years, particularly for nuclear stations.

Dr Vladimir Voloshin, the first Soviet delegate to address an FT electricity conference, called for greater co-operation in electricity supply between the countries of Eastern and Western Europe, and said it might become "an important foundation for the construction of the 'European home'."

Dr Voloshin, a research economist at the Soviet Academy of Sciences, said that due to past policies, many Com-econ countries faced power shortages due to falling economic growth.

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FINANCIAL TIMES SURVEY

Property research has made a rapid move from its academic base into the market-place.

Every major property agent now needs to be able to supply its clients with research data on the prospects for each new development, writes Terry Byland

A reflection of maturity

RESEARCH into the commercial property market has expanded powerfully over the past five years and exploded over the past two. The accelerating pace of economic, technological and social change has forced property agents, developers and investors to apply increasingly sophisticated analytical techniques to the property market. The market itself, meanwhile, is generally agreed to be imperfect in its performance and reaction to events apparently outside its sphere.

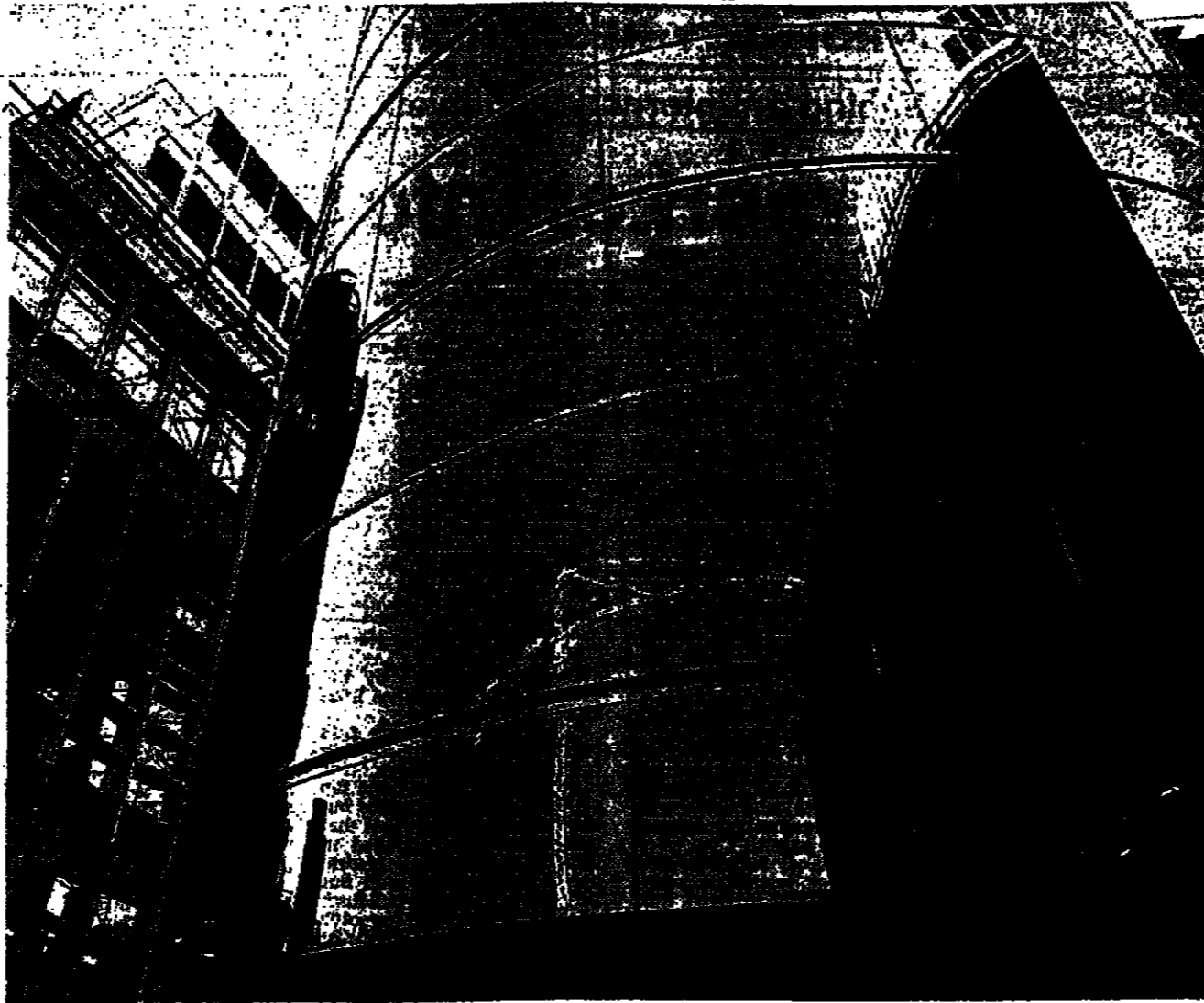
Property research has moved rapidly from an essentially academic base out into the market-place. No major property agent can now expect to succeed unless it can supply clients with wide-ranging research data on the prospects for each new development.

The demand for research reflects a maturing process in the UK and global property business, according to Susan Courtney of Morgan Grenfell Laurie, surveyors and financial advisers. In the 1960s property was a new investment product, driven initially by very high demand, first in London and then throughout Britain as the older cities were reshaped.

The climate of the late 1960s has been quite different, and in ways that have enhanced the need for adequate research. The technological revolution has not only fundamentally altered the kind of buildings required, it has also speeded up obsolescence. As the buildings of the 1950s and 1960s have proved utterly unsuitable for the new office and retailing environments, so has it become essential that today's property developers look far into the future and do not make the same mistake.

Nor can the traditional profitability measures of property investment be taken for granted any longer. The comfortable argument that "bricks and mortar" was an excellent long-term investment and the soundest hedge against inflation must take account of those 1980s developments which failed, both in the public and the private sector.

Above all, property is no longer seen as an essential component in a balanced investment portfolio. Property has to compete for funds with other investment markets, in equities and in fixed interest stocks, in the UK markets and in other global centres. As the financial services industry is deregulated in the UK and the rest of Europe, as well as in the US, property advisers will be obliged to expand their production of deeper and more



Broadgate in the City of London: among the most heavily researched of recent developments

Property Research and Information Systems

domestically and internationally.

The industry has already begun to respond to its biggest problem, which is the shortage of reliable data. Performance data has, in the past, largely been little more than simple projections of yields and rental flows. Now clients require data sub-divided minutely by area and comparisons with inflation and with other forms of investment.

Nor are clients' requirements now restricted to research data related to a project's likely performance after completion. The sheer size of

sophisticated research if they are to compete for funds, both most new urban projects in Europe implies heavy international funding, the fund which might rely on its own managers for advice on a development in its own country will take a stronger line when investing abroad. The agent will be required to produce in-depth studies of the target area long before any cash is proffered, let alone any bricks laid.

The internationalisation of property development has applied a significant spur to research demands on UK firms.

Overseas involvement in property in the City of London, fired initially by the Big Bang restructuring of the British securities markets in the mid-1980s and now fuelled by the prospects for a single European market in 1992, has brought new pressures on UK property agents.

Japanese property companies, in particular, will barely consider a new property investment project unless the agent can show substantial research data on the prospects for success.

On both domestic and international fronts, the need for

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penalties for inadequate research before entering new markets.

A leading role in the expansion of research has been taken by the Society of Property Researchers (SPR), formed two years ago and chaired by Mr Brian Walby, director of research at Fletcher King. It draws its membership from property firms, research consultancies, investment funds, local authorities and from academic institutions, and has provided a valuable forum for the discussion of new ideas among property researchers.

In particular, the SPR joined with the Royal Institution of Chartered Surveyors this year in arranging a seminar on the application of forecasting techniques to the property market. Mr John Chandler, a business consultant, pointed out to the seminar the significance for the property industry of scenario planning. As an example, he outlined the possible reasons of easing "the clear problem of shortage of land in the south-east," which included deregulation of the green belt, creation of VAT-sheltered zones or changes in tax rules to allow commuter fares to be charged to income tax.

The property industry began its expansion of research data with the natural expansion of existing data banks and performance measurement standards. The industry is now quite well served in terms of indices measuring returns on property investment to institutional investors. The J&W Property Index, set up in the aftermath of the property crash of the early 1970s, has been joined by the Morgan Grenfell Laurie Index, published for the past 14 years, and by the IPD Index.

Despite the broadening of aims, research attention has remained close to the commercial core of the property business. New techniques have been applied to what will be clearly recognised as the old fundamental precepts. Market location, the first lesson drummed into newcomers, is now the basis for sophisticated location studies, undertaken whenever a client seeks a decision to buy, sell or hold a specific property.

Where it might have been left to the client to decide whether the high street in question was an area of growth for that specific business, the agent will now produce an in-depth survey of the district.

The growth characteristics of the town, its population and economic base will be evaluated. As much evidence as can be unearthed will be produced on competitive lease agreements and on the quantity and quality of existing and projected developments.

The same quality of research will also be applied to the requirements of potential clients for the new development. Such studies can produce unexpected results. Among the most heavily researched of recent major developments was the Broadgate development in the City of London, which was aimed at the financial services industry then preparing itself for Big Bang. It was discovered that the stock-brokers, as expected, wanted floor sizes more than anything else. But it also appeared that the banks were still fixated more on prestige image than on costs, according to Morgan Grenfell Laurie.

The Broadgate study generated the beginning of a successful target marketing campaign by first identifying the securities arena as an expanding market, then ensuring that buildings were constructed with this heavily researched and simplified form of deals reported over the previous year, is no longer effective as a means of projecting future prospects.

With the UK and Europe now resounding with major investment projects ahead of the 1992 Single Market challenge, it seems that demand for property research can only increase. In the UK, the Channel Tunnel project has thrown emphasis on the need for careful evaluation of the opinions of the general public, and also on the complexity of local authority involvement.

The next decade also opens up questions over which the European cities will expand, both in economic significance and in size. Some US and European securities firms have trimmed back the commitments to London taken on only four years ago, and UK property firms seek assurance from the researchers that a new wave of overseas clients will take up the slack. More work for the researchers.

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PROPERTY RESEARCH 2

David Lawson looks at approaches to developing an international investment strategy

The search for global market information

THE WORLD is far too wide for many property investors. They like their own back yard, with familiar buying and selling customs and no complications like exchange controls, currency fluctuations, withholding taxes and strange legal systems.

But such parochial views are being eroded by closer meshing of economies and the realisation that it does not always pay to have all your eggs in one basket.

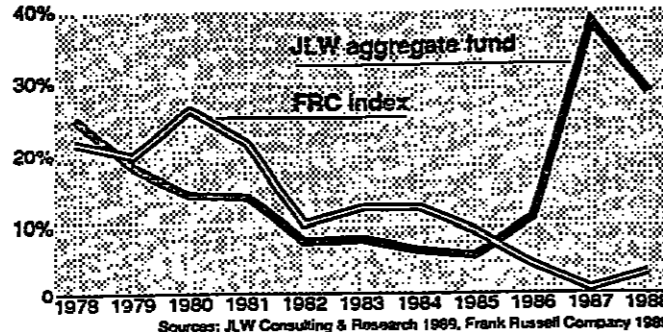
Equities and currencies are routinely traded across national boundaries as a method of spreading risk and returns, but they flow through exchanges blessed with instantaneous links and a plethora of market information.

The global property market is evolving much more slowly, however, partly because of natural frictions but also because accurate information is less easy to find.

Not everyone is slow to take up the new challenge, however. The Dutch, Japanese and Swedes are venturing abroad for property they cannot find at home. Jones Lang Wootton says the £1.8bn invested by foreign buyers in central London last year matched the total net UK property investment by domestic institutions. The picture is similar in Brussels, Frankfurt and Paris, and

Office indices compared

Percentage change



research teams are going into overdrive to satisfy adventurous foreign buyers.

"British funds have been slow to move into strategic analysis," according to Mr Colin Barber at Richard Ellis. Overseas investors such as the Americans, however, are spearheading the drive for more comprehensive market studies as they target Europe as a major source of property investment over the next decade.

"But at least they are asking leading UK surveyors to do this research, so the British are well ahead of other European consultants," he says.

UK funds still have a tendency to work on the "next

best place principle". Once they have made the decision to go international, they tend to focus on individual countries rather than looking at an investment spread based on scientific risk and return forecasts.

Building an international portfolio involves correlating a large range of factors which may influence income and capital growth in each market and setting these against possible risks. A league table can be built according to the relative attractiveness of various cities but it would be pointless to buy in only the best one, since this means putting eggs once again in a single basket. Nor is it wise to spread merely

between the top few performers, since they may all rise or fall together. The researcher's task is to discover how markets perform relative to each other and plan a spread across those which go in different directions to cancel out variations - negative correlation in statistical jargon.

In one study for an overseas government institution with a potential \$500m to spend, Richard Ellis compared 10 cities around the world. Researchers looked at the economic background and prospects, social and political factors, taxation, lease structures as well as rental performance. This gave profiles of potential returns to set against a theoretical risk

OFFICE MARKETS RETURN CORRELATION 1978/88

	5 years data	11 years data
LOCAL CURRENCY		
London West End/Paris	-0.16	-0.14
/Brussels	0.61	0.53
/Frankfurt	0.56	-0.30
Paris	-0.45	-0.08
/Brussels	-0.12	-0.08
/Frankfurt	0.54	0.54
D-MARK		
London West End/Paris	0.27	0.28
/Brussels	0.72	0.69
/Frankfurt	0.57	0.52
Paris	0.27	0.27
/Brussels	-0.01	-0.01
/Frankfurt	-0.59	0.60

Source: J.L.W. Consulting & Research

estimate determined by the deviation of performance from each market average.

Computers can work this out, but the human factor has to intervene. Tokyo, for instance, might come out top on the computer estimates but market experience reveals that property is rarely traded in large Japanese cities. Madrid has also performed well but may not have the big buildings necessary for an investor looking for large lumps of bricks and mortar.

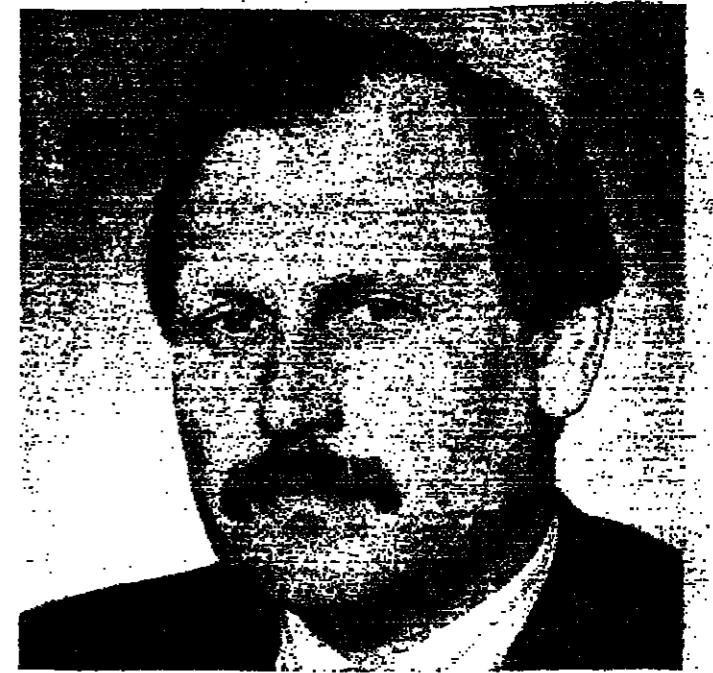
Performance varied in the RE study between 7 and 37 per cent annual growth over a decade and risks worked out to factors between 4 and 10. The final choice eliminated the best

performer, Hong Kong, because it also showed the highest risk. Amsterdam, with the lowest risk, dropped out of the reckoning because it also had the poorest performance.

The final choice boiled down to a spread of investment across seven cities, each taking various amounts of investment varying from 30 per cent in London to 5 per cent in Madrid. Mr Baker said this would show an overall performance of 23 per cent, which was less than some individual cities but involved a risk factor of only 3 - well below the lowest level in any one city.

Not everyone is happy that this sort of analysis is as sophisticated as it is cracked up to be, however. "Research may be overstepping itself through the uncritical application of skills developed in other markets blessed by better data," says Mr Gerald Blundell, of Jones Lang Wootton. Investors buying this information deserved to be cautioned.

He questions whether risks were adequately measured by some techniques, but his main worry is the lack of comparable property data. Reliable recommendations depended on correlations between markets remaining pretty much the same but, if too few observations were used, conclusions could change significantly with



Gerald Blundell: research may be overstepping itself

the addition of each new year's figures.

International risk/return comparisons were born in an equities market which could boast hundreds of asset price observations in measuring risk, he says. Outside the US, Britain and a couple of other countries, however, there were no regular indices of property market performance.

He condemned one published study that used only 10 observations of rental growth. Four European cities measured as an example over nine years showed the desired negative correlation, reducing the chance that each would simultaneously produce high or low returns. But extending the data over 11 years changed all

but one of the measures. A mere two-year difference in timescale might not change the choice of markets but would question the weight of funds allocated to each one. Mr Blundell concludes.

Other weaknesses he fears in these international comparisons are that values change radically according to the chosen currency and analysis of past trends takes no account of all-important likely future returns.

He encourages international property investors to get all the help they can, but leaves a warning that researchers' ability to analyse and process numbers could outrun the quality and availability of basic data.

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THE INCREASE in demand for property research over the past decade has also spawned a need for industry professionals to be able to catch up on the latest research developments and increase their technical expertise.

This is partly catered for by training courses that professional organisations and private companies organise. But an increasingly popular way for the latest ideas and techniques in the property research field to be discussed is at conferences.

According to Miss Wendy Turkington, marketing manager with Institution and College Conferences, the confer-

'We're believers in answering questions the industry asks'

ence arm of The Royal Institution of Chartered Surveyors: "During the 1980s there has been a big increase in the number of conferences including those relating to property research."

The quantity and quality of conferences involving property research has been a steady growth area in recent years. Conference organisers say that this reflects a considerable increase in demand by industry, investors, academics, and professionals.

Ms Patricia Connelly, director of Henry Stewart Conference Studies, a leading conference organiser in the property field, said: "We believe that a good conference organisation must empathise with its market. We're great believers in answering questions the industry asks. One has to be careful about arrogant, self-serving questions that one believes the industry ought to be asking."

The drawing together of a wide range of practitioners and users involved in research into recent big property developments also makes conferences an essential forum for the industry, the organisers explain.

Furthermore, the heightening of competition among researchers has boosted interest in conferences. "There has been a general surge in interest in the need to increase business awareness and conferences can help," said Miss Turkington.

The need for professionals, investors and academics to increase their knowledge in a number of new areas has been a source of interest. Three main areas stand out: financial developments in the City of London; new technology; and 1992.

According to Miss Turkington, the industry is keen to learn about latest developments in the City, particularly areas related to the financing of property development.

"There is a growing two-way meeting of minds on such topics as securitisation and financial deregulation. The initiative comes from the profession," she says.

The growth of new technology and the need to learn more about what is regarded as a

technical but vital area has also been led to interest in conferences. "There is a growing awareness of new technology in the industry and this has been reflected in the conference arena. For example, how computers can be used by large surveying practices," Miss Turkington says.

The approach of 1992 and the developments associated with the single European market, not just on the industry but also on the professionals, has boosted attendance at conferences. "The majority of conferences seem to have a European angle at the moment," commented Miss Turkington.

Research will also rear its head in many other conferences related to property development. Organisers noted that in many conferences related to property development, there would often be the demand for a speaker on research. Indeed, as the larger developments become ever larger, research has an increased role. The techniques used in such research then have a ready audience.

This is particularly true of conferences on the large development projects, such as the Channel tunnel. For example, a conference entitled "M25 - three years after completion", organised by Henry Stewart, had, not surprisingly, research running throughout the programme. And at the Property Business Show in February 1990, there will be presentations on topics such as "getting the most out of property research" and "shops and shopping - where to go for the data".

Three main areas stand out: the City, technology and 1992.

The participation of academics at property research conferences can also be of importance, since they are not only given a broad forum to present their research but also a knowledgeable audience.

According to Ms Connelly "we're very keen to ensure that not only academics give the benefit of their knowledge but also the practitioners. We aim to identify areas of interest and give the conferences the latest and best practices and offer a distillation of the speakers' research in areas that he or she is expert."

While the conference industry has been helped by the major property developments of the 1980s, it could be made set to receive another boost from the profession. In an attempt to improve surveyors' professional knowledge further from 1991 the RICS will expand its continuing professional development programme to cover every professional member.

Under the scheme every professional member of the RICS will have to devote 20 hours annually or 60 hours over three years to professional development.

Jhm McCallum

Handwritten signature or mark in a box.

PROPERTY RESEARCH 3

David Lawson on the importance of research at the concept development stage

When it doesn't pay to follow your nose

CITY SKYLINEs are littered with property failures. Not just the obvious eyesores, but some quite unimpressive office blocks and shopping malls which are never quite full, or produce returns always a little less than comparable investments - perhaps a lot less. The legendary "nose" for markets meant to ensure that top developers put up the right product in the right place at the right time is not infallible.

No industrial manufacturer in a fast-moving and complex market would put £10m into a new product without extensive research. Yet some building producers still gamble as much as this by putting the cart before the horse. They make key decisions such as the location and character of schemes

before checking local factors and potential occupiers' needs - by which time it is too late to overcome basic errors.

"Very often, researched market input is extremely limited," says Mr Julian Wells of Jones Lang Wootton. He blames pressures to get planning permissions and to move quickly into developments. But why should a developer wait when the evidence of comparable buildings seems obvious? The answer is that comparisons are not always straightforward, and the obvious may not always prove right.

A back-office scheme confidently started in an area that has proven attractive to relocators might, for instance, look shaky when studies of the local market show that labour is in

short supply. A waterfront site with attractive but obsolete buildings would appear ideal for speciality shopping on Covent Garden lines until doubts began to emerge on accessibility and local spending power - when perhaps it is too late.

"The function of research at the concept development stage is not so much to target individual potential occupiers but to establish broad market characteristics," says Mr Wells.

For some very large schemes, such as the regeneration of Kings Cross in London, that means looking forward a decade or more to estimate the impact of decentralisation and new infrastructure like the Channel tunnel link. Changes in car ownership, leisure patterns and demands for a better

working environment have to be anticipated.

Big schemes also create their own markets, rendering local statistics about demand and rent levels invalid. Researchers have to go back to basics to validate such large investments. A big business park being handled by J.L.W. required sophisticated research to determine whether it could draw relocating companies to an area where there was no comparable development and a history of low rents which could not justify the high-cost outlays. That involved collecting a new base level of information by interviewing both locals and outsiders to determine their interest and their reaction to potential rent levels.

Some developments which appear attractive in terms of local statistics also fall down after deeper investigation. A major fund interested in a proposed new shopping centre in a prosperous area of south London asked PMA, the independent property market analyst, run by Prof David Cadman and Richard Barra, to assess the investment. It found a favourable planning climate, good access and parking and an affluent population with high spending potential. Everything looked favourable - the sort of situation which would appeal to a developer's "nose" for a good deal.

But PMA also looked critically at two large and successful shopping centres which already drew custom from the area. It decided that the new

scheme would have to create a major change in local shopping habits if it was to succeed. That looked all the more unlikely because yet another scheme was already under way in the next town, and would get first crack at the market, while other centres with overlapping catchment areas were also being upgraded. Target rents would not be achieved, and the competition meant long-term growth was also doubtful.

Early market research, therefore, helped the fund to decide against what appeared to be a good deal but which was likely to have been a poor long-term investment.

This well-orchestrated assault on the instinctive developer's nose has not com-

pletely killed intuition, however. "Research in the early stage of schemes cannot be a purely mechanical exercise," says Mr Wells. Experiment and risk are inevitable with a new product, whether a landmark development, radical type of building, or an untested location.

Even the most painstaking market research cannot produce comprehensive conclusions on a product no one has seen because end users tend to be conservative and unimaginative. They balk at the unfamiliar. "For instance, a major development can transform the image of an area, yet the majority of people cannot see the potential until it has been realised," says Mr Wells.

In most cases risks and returns can be fairly accurately predicted and investment decisions improved by early research. But where frontiers are being pushed back, imagination and creativity still has a role in the interpretation of results.

SOME PEOPLE get the most self-destructive urges. "After a long, liquid lunch, I once pulled out a report about office over-supply and sent it again to a client with 'I told you so' scrawled across the cover," says one researcher. Luckily, the developer had a sense of humour. He accepted with good grace that he had ignored the warning that his office block would face stiff competition for tenants because so many others were being built at the same time.

Sector analysis is the most public face of property research, but a good deal of the work goes on behind the scenes in private advice for large clients. They can sway opinion but most analysts come to terms with the fact that some of their best work falls on deaf ears. Developers will often act like drivers who refuse to wear seat belts: they accept that dangers exist but insist that accidents always

happen to someone else. Investors are more attentive, but a single report preaching gloom or doom rarely turns their heads. They often wait until everyone is saying the same thing in high-profile public statements.

"A vast amount of sector information comes their way," says Peter Evans, head of research at Debenham Tewson & Chimmoaks. "It is impossible to specify the exact impact on letting or funding each report will have." He looks on the half-dozen or so major published works his department produces each year as part of a "trickle effect". They are much less likely to change minds than the private studies for

Sector analysis: some of the best work seems to fall on deaf ears

Impact depends on presentation and timing

specific projects which make up the bulk of most consultants' workloads, but they do create an overview for individual decisions.

Impact often has to do with presentation. Property researchers often use much less dramatic language, for instance, than City analysts about the "disaster" of office over-supply. This is because over-supply is not a disaster for half their clients, who are looking for space rather than investing in building. Some, however, will hand the Press and public the sort of boom or crash they salivate for, either to court publicity or because they are naively unaware of the ramifications.

Timing is another important influence on the impact of public research findings. Take the recent warning by Mr Robin Leigh-Pemberton, governor of the Bank of England, about bank lending for office development. This knocked the stuffing out of property shares, particularly heavily-borrowed second-line companies, yet the governor was saying nothing new. He brought up the problem two years ago and the last two reports on property lending by Debenham Tewson made the figures crystal clear. Yet the message was ignored until the outside world was made sensitive to danger signs by the general problems of the economy.

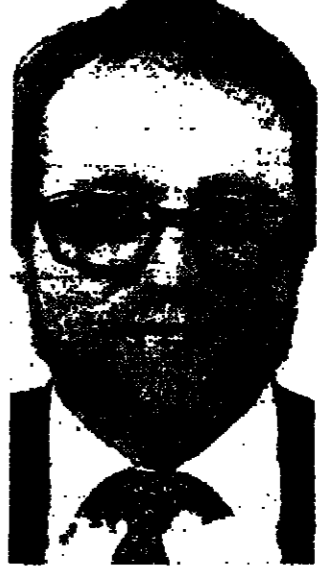
A similar effect occurred over a recent report by Savills on the central London office market. Mr Charles Sanderson, director of the agents' City Business Group, said over-supply and rising vacancy rates suggested that both the City and Docklands faced "serious problems" over the next decade. Rents for second-hand space would need to be cut by as much as 30 per cent after refurbishment. Headlines bloomed as nervous observers scented a crash to compare with the mid-1970s disaster. The stock market panicked, slashing values of even the biggest blue-chip companies with heavy exposure to the City. Yet top analysts already

knew how much supply was in the pipeline and had cut share values accordingly, leading to record discounts to net assets. Two contemporaneous reports from Richard Ellis and Jones Lang Wootton which played down the gloom were ignored because they did not fit the pattern everyone seemed to expect. They pointed out that potential over-supply would ease as developers postponed projects. In fact Savills had also made this plain in a caveat to its findings, but this had been overlooked.

"The development pipeline is being turned off and we are close to the turning point," said Mr Sanderson in a magnificently-mixed metaphor. So

three reports on the same sector saying broadly the same thing had totally different impacts on a market which already knew what was happening. With that sort of logic, it is not surprising that researchers sometimes throw up their hands in despair.

They rely at the end of the day on explaining the ramifications of sector research to specific projects in which their clients are involved, whether they take any notice is their affair. But analysts considering resubmitting ignored suggestions should remember that very few want to be reminded about their errors.



David Lawson Mr Evans: sees a trickle effect

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PROPERTY RESEARCH 4

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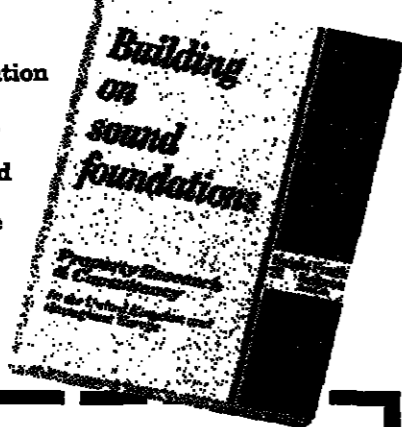
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THE increasing requirement for research, both academic and commercial, into the very essence of the property business has given an impetus to that sector of the publishing industry which concentrates on property. As chartered surveyors have faced requirements for proof of ongoing study of their profession and would-be entrepreneurs have sought the golden key to success, there has been an increasing flow of specialist publications.

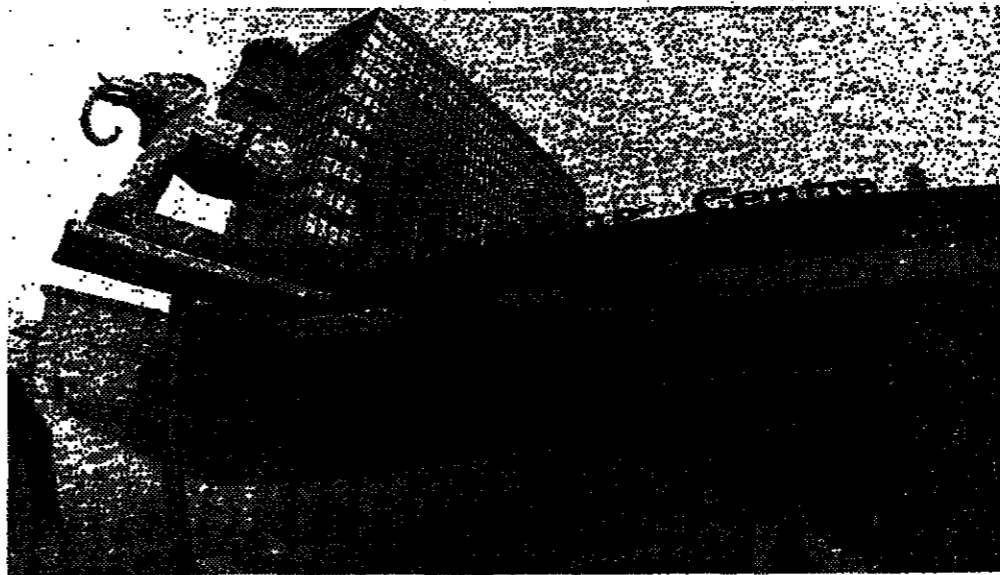
The largest section of the property Press may be identified by its prospective consumers rather than by any specific themes. There is little shortage now of textbook material for either the conventional student, enrolled in college or university, or for the more seasoned, professional property specialist who seeks to extend his range of knowledge.

Some books or publications aimed at this market are from official government sources or from the professional organisations of the property world. Thus the bookshops of Her Majesty's Stationary Office carry handbooks on a wide range of practical property matters. Recent publications from the Department of Environment have included handbooks of advice on estate improvement, intended as a guide for managers of housing estates; the move towards privatisation of local authority housing stock has fuelled demand from a wider public for such specialist fields.

In a similar category may be placed the publications of the

Terry Byland on the increasing flow of specialist publications

Doing things by the book



Elephant and Castle: mistakes stand before our very eyes

professional bodies, notably the Royal Institution of Chartered Surveyors (RICS). The Institution's close links with the research area of the property business has produced reports bringing together the cost and construction implications of building design and maintenance.

For the broader reading public, the choice of new books on the property sector is perhaps less far-ranging. This is a pity since the industry has always attracted colourful entrepreneurs and its achievements, and sometimes its follies, are always on view to the general public. In an era which has seen the Stock Exchange create the Yuppies (not always to its own satisfaction), complete with ear telephones, it seems a pity that the excitement of property development over the past decade has not been made available to the general reading public.

A number of professional financial writers have given thought to taking on the task of explaining to the public the personalities, the commercial companies and the social pressures which helped to create the developments currently dominating the Docklands skyline. But, whatever the number, the book has yet to be

written, or at least to be published. For a reasoned explanation of the way in which the "institutions", in this case the big pension funds and insurance companies, greatly expanded their commitment to commercial property early in the present decade, largely at the

expense of those property groups which over-extended themselves during the 1970s. That's the way the money goes, by John Pender, remains outstanding; the eventual plight of the more over-confident of the 1970s property groups must surely have implications today. Any reader who

has experienced the boost to confidence which comes from rocketing house prices may be chastened by reading the account of how the same experience wrought havoc with commercial developers only a decade ago.

Indeed, it can be said that the property world, having passed through a period of slow growth into a time of boom and now into a period of uncertainty, is ripe for a book from a senior, experienced observer. As developers struggle

with high interest rates and signs of an economic slowdown, the parallels with the 1970s are becoming too close for comfort.

There could be no better guide for any reader or prospective writer than Oliver Marriot's famous *The Property Boom*, originally published in 1967 and reprinted this year by Abingdon Publishing.

Mr Marriot has chosen not to revise or update his book for the 1980s, giving as his reason for not doing so the absence of fundamental change in the commercial property system - all the more reason why *The Property Boom* is virtually required reading both for the practitioner and the interested onlooker of the property game.

For a practical outline of property development, together with a series of glittering sketches of the extraordinary characters who thronged the property world from the 1920s to the 1970, the book remains outstanding.

Mr Marriot's summary of the troubles inherent in the developments of the Bull Ring, Birmingham and of the Elephant and Castle in south London ring even more painfully true now that the mistakes are generally accepted as such and even stand before our very eyes.

There is evidently no shortage of official publications, ranging from sound commercial advice to the more technical textbooks on property. But, with Mr Marriot's book still a set book on almost all educational courses involving the industry, it will be a pity if students are not soon presented with a similarly detailed analysis of the more recent triumphs and tragedies of the commercial property world.

How the academic world links up with the commercial

Analytical approach valued

THE LINKS between the property industry and the groves of Academe have always been closer than might be supposed, and the expansion in property research over the past few years has inevitably strengthened them. In part, this reflects simply the increase in the quantity of research required, but it also indicates the change in the quality of research now demanded.

The increase in research volume clearly originates from the commercial world where agents and developers have found that clients expect to be presented with well-researched projects, and are impressed if some of the work bears a genuine academic stamp.

When it comes to the quality now demanded, the contribution of the universities and colleges is more distinctive. Modern shopping centres and office complexes can only succeed if substantial research is done at

an early stage into such diverse areas as population trends, travelling distances and retail attitudes; but these studies soon spill over into wider concepts of population growth, economic forecasting and social or even educational expectations.

Few commercial property firms either have, or want to develop, departments capable of conducting research over such wide ranging areas, so it is to the academic world that they have turned. Some basic material can be obtained by conventional market research techniques. Telephone canvassing is used widely in assessing the catchment areas for new shopping developments, office canvassing for major city developments. But even at this level, the questioning inevitably moves into highly sophisticated areas, with shoppers closely questioned on their image of the "ideal" shopping



Tapping academic brainpower

centre. Wherever the information comes from, the raw material will still need the kind of analysis associated with the academic world. "It's not just a matter of collecting information, it's what you make of it that counts", is a typical view from the property boardroom.

The financial sophistication forced on property developers by the sheer size of the 1980s projects, ranging from the reshaping of the City of London to the Channel tunnel, has also helped tighten the links between the commercial and the academic ends of the property spectrum. Developers' needs now range from projections of their own costings and rentals to projections of inflation, employment and economic growth.

To all these complications all of which have heightened the need for academic as well as commercial research, must be added the international dimension which will increase substantially as Europe moves towards the creation of a single market place.

Among the many links forged between the commercial and academic sides of property research, a prominent feature has been the joint effort by the Society of Property Researchers and the Royal Institution of Chartered Surveyors.

A series of technical seminars sponsored by the two institutions earlier this year was addressed by senior academic and professional experts on such fields as econometrics and scenario planning. These seminars aimed to "raise the level of awareness about forecasting techniques" and to encourage dialogue between forecasting specialists and property forecasters.

As an indication of the application of enhanced research to the industry, one speaker pointed out that "Property financing, exchange rates, interest rates and so on are a fertile field. You can develop all sorts of scenarios in this field to soothe or disturb your colleagues."

Another speaker, demonstrating that econometrics could be applied as a route to forecasting, pointed out that micro-level economic models could focus on the implications of national trends for a specific building or development.

A more immediate but equally imaginative use of academic research towards property projections was undertaken in a joint project by the Polytechnic of Central London and the Continued Professional Development Group. The two groups, the first representing the academic approach, and the second the contribution from professional surveyors already at work in the commercial world, united to produce a series of papers, later printed

in book form, on *The London Property Market in the Year 2000*.

The subjects attracting academic, as well as commercially based, research range throughout the principal subjects of property evaluation, according to the Royal Institution of Chartered Surveyors. Its current Research Register shows nearly 40 academic centres actively involved in projects ranging from "development appraisal using computer models" to "tenant fit refurbishing costs".

There is general agreement that the clear trend towards the internationalisation of property activity, and notably the onset of the single European market, implies an increased need for the wide ranging yet penetrating research that only the academic discipline and time scale can provide.

Past experience has shown that property development overseas is fraught with dangers and that the commercial sector rarely has the time, facilities or personnel to conduct the necessary research.

With the universities and colleges facing political pressures to justify research in terms of its value to identifiable commercial purposes, the pressures for closer co-operation between the two sides of the property equation can only increase over the next decade.

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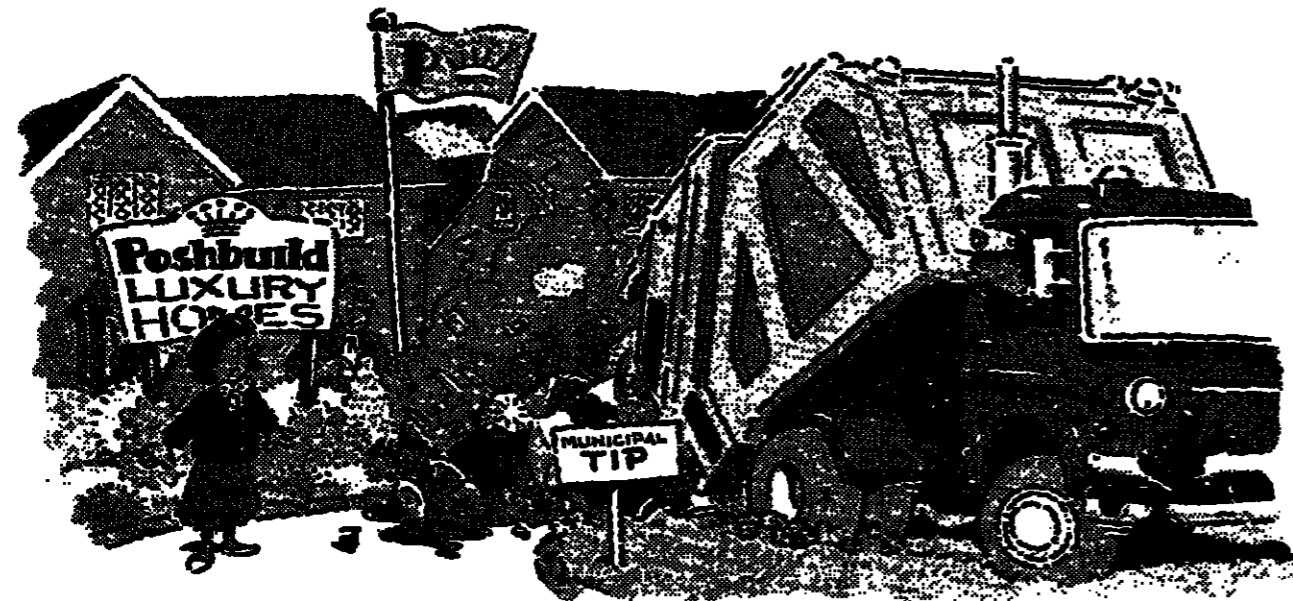
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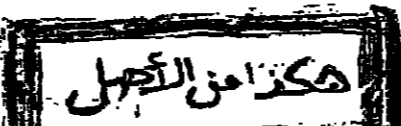
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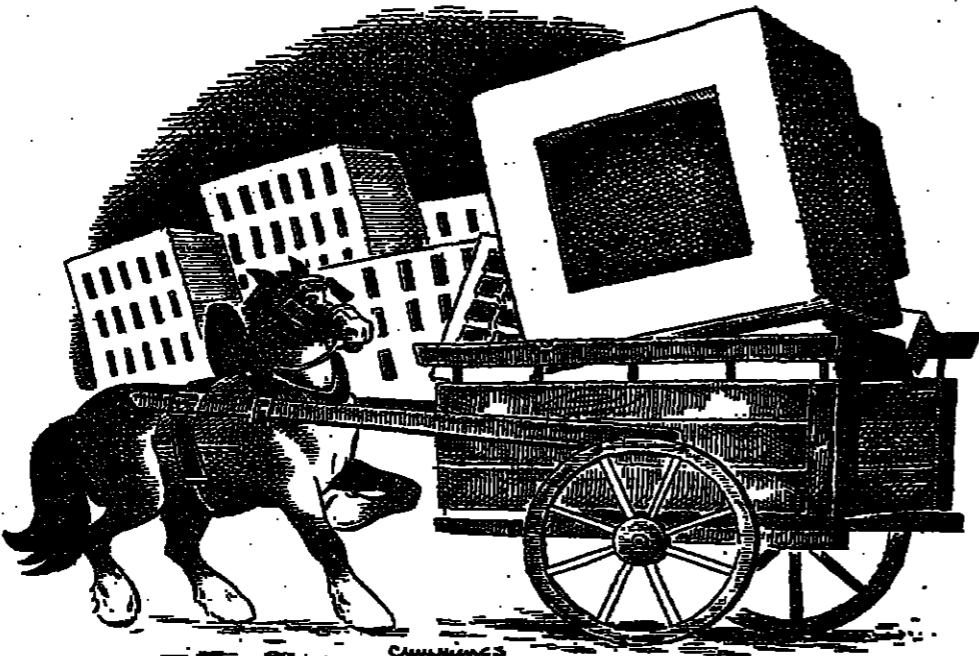
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MANAGEMENT

Information networks

Pulling and pushing in different directions

Kevin Brown reports on a study which argues that companies must restructure to realise the potential of technology



Profound changes are taking place in the way companies use telecommunications to link a variety of business activities through dedicated networks. The driving force is an increasingly competitive business environment in which market share is becoming more dependent on the ability to anticipate changes in demand, and adapt products rapidly in response.

Telecommunications technology can help by improving the flow of information between manufacturers, their suppliers and their customers; by enhancing production flexibility and cost-effective product customising; and by integrating discrete activities.

But are companies making the best use of the available technology? A joint study by the Organisation for Economic Development and Co-operation (OECD) and the University of California's Berkeley Round Table on the International Economy (Brie) suggests they are not.

François Bar and Michael Borrus, the Brie academics who co-ordinated the study, concluded that the potential of information networks can be realised only if companies are able to "seamlessly" integrate their telecommunications capabilities and corporate strategies. Yet very few of nearly 30 companies studied in detail in seven OECD countries had come anywhere near realising this ideal.

"Having made substantial investments in network technology, most firms are still struggling with accommodating their organisation to the network's potential. They have explored its power in more than discrete business applications; fewer have integrated the applications or the network technologies they employ," Bar reported at a recent seminar at the OECD's Paris headquarters.

Why should this be so? A principal reason is the different national regimes for telecommunications with which companies are confronted, especially when attempting to build a network which crosses national borders.

The OECD/Brie team looked closely at differences between the liberalised regimes in the US and Britain, partially deregulated Japan and Germany, and strictly regulated France, Spain and Italy. They concluded that the degree of regulation clearly affects the availability of network technology.

For example, the enduring state monopoly on most

aspects of telecommunications supply and operations in France, Spain and Italy restricts the alternatives available to companies, especially in the latter two countries, where regulatory rigidities are combined with technological backwardness.

In the US, by contrast, three decades of gradual liberalisation have created an environment in which companies have a wide choice of equipment, management and control systems, free of interference from government agencies.

Yet the failure of most companies in all seven countries to use technology properly indicates that it is too simplistic to conclude that regulation is wholly good.

State-owned France Telecom, for example, has built a public integrated network using modern digital technology which is accessible by all users, including small companies which might not otherwise have

access to advanced telecoms systems.

This is seen as the best method of providing for widespread, integrated use, and is being used by many large companies, including Matra and Banque Nationale de Paris.

In the US, companies have a larger menu of technological choices, but the diversity of network alternatives has created a fragmented system in which it is difficult to integrate incompatible electronic mail and data interchange (EDI) systems.

The problems are graphically illustrated by the experience of Bank of America, one of the companies studied by the OECD/Brie researchers. The bank can only link its network to major customers by running dedicated lines, developing common inter-network operating rules, and developing a shared sub-network to run common applications without disrupting either of the parent networks.

Bank of America, on the other hand, is more limited in its choice of technology, but can communicate easily with its major customers through the integrated public network.

The conclusion, says Bar, is that the key to a successful regulatory regime is flexibility, and that this should be the prime policy goal of OECD regulators. But that is only half the battle.

The case studies also show that the effective use of networks requires companies to accept the need for substantial internal restructuring if they are not to waste much of the potential of the technology.

The most significant constraints on effective use of telecommunications were not regulatory but organisational and methodological - reflecting the difficulty of adapting the organisation to the technology, and of measuring and evaluating it in action.

The research indicates that

most companies go through a three stage learning process in which they first automate existing paper systems, then gradually identify the shortcomings of the automated system, and finally reorganise their activities to take advantage of the potential of the technology.

The most graphic example of the potential difficulties is Bank of America, which found itself with around 130 different networks after the initial automation phase. Branch staff often had four or five terminals on their desks, and telephone calls on paper networks often had to pass through two or three satellites to cross town, with the inevitable result that staff bypassed the company's own system by using the public telephone.

Eventually, BoA re-organised its departmental structure in order to integrate the different networks.

Many of the companies studied by the OECD/Brie team were clearly still in the first phase of automation, and were able to demonstrate only partial benefits from the technology they had installed.

But all had hit problems, and there was a clear correlation between the sophistication of the system and the extent of the struggle to realise the available benefits.

For example, Kevin Morgan, the Sussex University researcher who carried out the UK research, concluded that Courtauld, the British chemicals and textiles group, would reap significant benefits from a planned network linking design, manufacturing and retailing. But it would have to equip its textile manufacturing plants (now being demerged) with more automated and flexible machinery to prevent them being swamped by production increases elsewhere in the supply chain.

The OECD/Brie study makes no firm recommendations about how companies can avoid the kind of problems which have beset the pioneers in this field. The European Commission is considering funding a further study which may answer some of the questions. But two themes emerge fairly clearly: that regulatory liberalisation is not necessarily a panacea for information problems; and that establishing networks is likely to be painful as well as expensive.

*Information Networks and Business Strategies: Issues for Competitiveness and Information Technology; OECD, 2 Rue Andre Pascal, 75016, Paris.

Motivation

Power of the limelight

Michael Dixon ponders on the notion that employees work better when they are the focus of outside interest

Would you like your staff to be much more productive without cutting corners? If so, you might try hiring parties of important looking visitors to tour around goggling at the work in progress.

People become highly motivated when they feel they are the centre of outside interest, say Karl Lilja of Helsinki School of Economics and Margaret Grieco of Oxford University. Moreover, apart from straightforward reward and punishment, there are few motivators with a longer pedigree.

The incentive power of putting workers in the spotlight was discovered by accident 65 years ago by managers at the Western Electric company's Hawthorne Works in Chicago. Wondering what strength of factory lighting would be most conducive to high output, they experimented with groups of operatives.

They began by brightening the light for one set, leaving it unchanged for the other. The result, while satisfying, was an enigma: both groups increased their production.

Thereafter the same thing happened whatever adjustments were made to the lighting. Even when it was dimmed to the point that the workers could barely see what they were doing, the output was yet another rise in output.

Bemused, the company called in Professor Elton Mayo, an Australian-born psychologist from Harvard Business School. He and his research team refined the experimental

method, and continued with a series of studies which lasted until 1933.

The main finding was that the performance of groups of workers, far from being machine-like, did not depend solely on their abilities as individuals. Their output was instead influenced by the social interactions between them.

Even so, the best remembered legacy of the studies - the "Hawthorne effect" - is the conclusion drawn from the first crude experiment with the lighting. Workers responded well to feeling they are the focus of attention.

The typical result is not only high production but close adherence to the rules laid down by management. An example lies in the behaviour of staff in two newly-built hospitals designed to use identical nursing procedures including the dressing of wounds in a central section, instead of separate wards, to reduce the risk of cross-infection.

Whereas the nurses in one strictly obeyed the wound-dressing rule, it was habitually broken by the staff in the second. The difference was that the conforming hospital was treated as a showpiece for the design and was constantly toured by admiring visitors, but the other enjoyed no such external interest.

Lilja and Grieco say the Hawthorne effect may help to explain why organisations that pioneer an industrial breakthrough tend to achieve results rarely matched by those taking

up the development later, however closely they imitate the pioneer's methods. Being first in a field brings with it a showpiece status which, as long as it lasts, generates extraordinary commitment throughout the workforce.

Unfortunately the same effect can also be a handicap, especially now economic and technological upheavals increasingly require marked changes in companies' operations. People openly admired as model workers tend to become so committed to their ways of doing things as to be blind to the possibility that other methods exist, let alone to their own need to adapt them.

An illustration is Finland's Kaskinen pulp works which opened in 1926 as an example of low-cost bulk production of bleached pulp, with a planned prototype capacity of 250,000 tonnes a year. It attracted widespread attention, and its workers responded by successively raising the actual output to 350,000 tonnes without any increase in investment or staffing.

Meanwhile, however, the achievement of lower production costs elsewhere and shifts in Finland's economy have put the works' survival at risk unless it diversifies its activities. The trouble is that, far from finding it easy to persuade the workers to learn the necessary new approaches, the management is hard-pressed to get them to unlearn the old ones.

*Sundridge Park Management Review, vol 2, no 4, 1988.

Management abstracts

The impact of employee share ownership. *J. Hyman & others in Employee Relations (UK), No 4 89 (8 pages)*

Examines the growth of employee share ownership schemes (both discretionary and all-employee schemes); uses share scheme data from two companies in the brewing and food industries to explore management objectives, employee responses and scheme consequences. Finds a

divergence between objectives and responses, with little evidence that share schemes reshape employee attitudes or change trade union/industrial relations activity; indeed, finds signs that share schemes may lead to divisive and dissension within firms.

Long-term sales: the ultimate in selling. *M. Bourne in Sales & Marketing Management (US), Aug 89 (7 pages)*

By long-term sales we are talking about a process from initial contact to sale that can take years, eg the case

of Pilot Air Freight gaining a three-year contract with CTR which took three years. At SM's Traffic Control Materials Division, they talk of 18 months. It's all about long-term relationships, getting to know the key buying influences and making their decisions. But this takes a lot of time; IBM's executive responsible for a New York bank has that responsibility only.

These abstracts are condensed from the abstracting journals published by the International Institute for Management Science. Unauthorised copies of the original articles may be obtained at a discount to the full price by sending a request to the publisher, John Wiley & Sons, 605 Third Avenue, New York, NY 10158, USA.

TECHNOLOGY

Surfaces worth enhancing

MANY BRITISH engineering companies are falling behind their competitors overseas in recognising the growing importance of surface engineering, says Cest, the Centre for Exploitation of Science and Technology.

Surface engineering refers to the enhancement of surface properties. It will be studied by Cest, an organisation funded by a score of research-based British companies.

Cest, based at Manchester University, specialises in identifying areas of science and technology of national importance from a market and industry perspective. It believes that surface engineering is important to all manufacturing industries. If successfully applied, it can lead to products with longer lives, less wear and corrosion, lower maintenance and greater efficiency.

According to Bob Whelan, Cest chief executive, the study will integrate existing projects in such areas as tribology (the science of surfaces in contact), "to maximise the benefits of the technological advances already available in this country to the advantage of British industry."

Tribology is taken more seriously in the Soviet Union than in many other countries, according to a British mission organised by the Institution of Mechanical Engineers earlier this year. The mission, which was led by Peter Jost, a vice president of the institution, reports that a senior academician, V.S. Avdyuyevsky, has been appointed by the Prime Minister to head a national council of tribology, overseeing a well-funded research area.

It also reports that the Soviets are enthusiastic about transferring their technology. But it cautions that Soviet scientists are out of touch with developments elsewhere in the world.

It describes much of the work viewed by the mission as "highly academic" and requiring considerable development before it could be used.

But co-operation is taking place between the Central Electricity Generating Board and the Paton Institute of Electric Welding in Kiev.

David Fishlock

Nick Garnett visits Yamazaki's automated machine tool production factory in Japan

Robots operating on a long leash

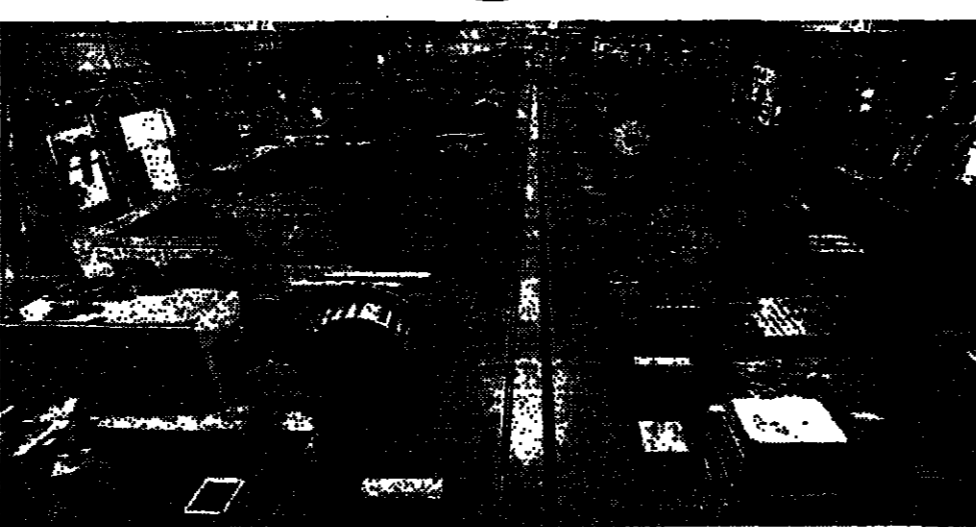
After the Second World War, the Government of Japan imported bulk loads of machine tools and instructed local companies to make detailed drawings of the machines and their components and reproduce them. Like many Japanese industries, the country's machine tool sector, which had a tentative beginning back in the 1910s, laid its post-war foundations on the art of copying.

Now the Japanese machine tool industry is the biggest and one of the most innovative in the world. Yamazaki is the world's biggest single producer, its sales of \$600m equivalent to three quarters of the whole UK machine tool industry. And the company's plant at Minokamo near Nagoya is the largest and most automated machine tool production plant in the world.

Last year Minokamo was voted by a Japanese newspaper as the most automated plant in the country with one of the best working environments. It was yet another accolade for a family-owned business started as a small workshop in 1919 by a poor lathe operator named Sadakichi Yamazaki.

In terms of size and technology, there is no machine tool plant in the world that can match it. In heavy manufacturing, the plant is not far from close. Yamazaki, run by the founder's son, Tetsuyuki, operates space-age factories in the US and the UK. But Minokamo is the biggest and technically most impressive.

Initially built in 1963 at a cost of \$55m, it was extended and re-equipped last year at a cost of \$78m. It is a cavernous operation as big as a large car plant with 80,000 square metres of covered floor space, more



Yamazaki's factory floor at Minokamo

than 2km of walkways and 1,100 metres of overhead. Minokamo is producing 300 to 400 complete lathes and machining centres a month, each with at least 200 principal components. The company claims that it makes 70 per cent of the machines in-house yet Minokamo employs only 500 people, 350 of them in production and design. Machine operators earn ¥400,000 (\$2,700) a month before tax.

The equipment is linked

through computer and requires minimum human interference. The plant has 208 metal cutting machines, many of which are housed in 13 flexible manufacturing systems - banks of machines linked by computer. Sixty robots assist with handling. Fourteen automatic guided vehicles (AGVs) trundle about on 7km of floor wire that acts as the guidance mechanism. The 30-metre high warehouse has 27,000 compartments that can hold components of

up to five tonnes in weight.

The plant works 24 hours a day but the midnight to 6am shift is unmanned. During this period, the AGVs, with load capacities of up to 30 tonnes, are programmed to deliver 2,500 different types of parts to 450 production stations.

The AGVs play music, a robot greets visitors at the plant entrance and the company uses the plant as a showroom - some 85 per cent of the machines used there were

made by Yamazaki.

The fabrication bay starts with automated machines as large as half a house holding metal sheets of varying thickness. A vacuum table moves like a snake along a track selects the sheets and moves them to a bank of seven laser cutting machines. After cutting, they are transferred automatically to modern press brake machines for bending.

Operators assemble the parts into "kits". The items are selected by bar codes and bar code reader terminals. The kits are stored in open racks, rather like a mail order catalogue house. The writing and painting booths are automated. Hirokazu Moteki, the plant's general manager, says the biggest problem in putting the plant together was software. "Plenty of bugs," he says.

The company says these problems have been sorted out and it is trying to extend its computer-controlled systems, at the heart of which is an IBM 486i computer. The plant is not a fully computer-integrated plant. It claims to have a direct computer link from parts design to the fabrication machines but it has not yet managed to link component design direct to metal cutting machines. Ordering from suppliers and subcontractors is done through a normal paper system and by telephone.

The plant operates on a one-week production schedule. Programming is done by shopfloor operators rather than a special team. Minokamo once carried, on average, two months of stock. Managers say it now carries just two weeks of componentry, which includes the period when they are being prepared and installed into complete machines.

and a strong programme of new products is being adhered to.

The Tsukuba plant will produce EDM machines, equipment which cuts metal through spark erosion. Fume's business is still small in this area. It is developing laser cutters which it has only recently moved into, as well as injection moulding machines. Its motor and robot technology is being continuously refined. It already produces a special lubrication system allowing an AC motor to operate at 20,000 revolutions per minute. And it sells a high-speed robot arm which can rotate at two times per second, with an accuracy of plus or minus 10 microns. Fume's robotics plants were viewed by the industry as a gimmick, until industry discovered how well they worked.

Innovation too fast for skills

The rapid development of technology in most industries is outpacing the rates at which workers can improve their competence. Two UN organisations have launched a collaborative pan-European programme to find ways of solving the problem.

The programme is concerned with the growth of industrial innovation which has overtaken the ability of the workforce to absorb fresh information. As a result, industry is starved of specialists capable of handling flexible manufacturing techniques for bending.

Industries in 20 European countries are backing a network of research and training institutions which will exchange expertise in updating job skills.

The three-year scheme, initiated by the United Nations Development Programme and implemented by the International Labour Office, covers both eastern and western Europe.

The UN's employment initiative follows an important analysis issued by the European Round Table (a group of some 40 leading industrialists). It concluded that the accelerating speed of technological development is outpacing the rate of growth of individual competence. Enterprises can therefore gain competitive advantages by raising employees' education level and thus their skills and knowledge.

A specialist at the International Labour Office's headquarters in Geneva, said: "Change is fast becoming the norm for workers throughout the industrialised world, and there is no end in sight. By the year 2000, very few occupations will remain untouched by the march of technological progress. As the introduction of new production processes transforms jobs, a new profile of the workforce is emerging, requiring a total revision of the traditional content of training. Retraining has become an unending process."

The European Round Table has called for the establishment of a European programme for the development of education, similar to those already operating in the fields of research and technology. It would provide a framework to spearhead industry activities in influencing educational

standards, teacher training, scientifically oriented post-graduate programmes, open schools and the development of lifelong learning.

The European Commission in Brussels sponsors a network of Community training institutions concerned with a flexible approach to the manpower demands of technology which regularly render areas previously valuable industrial skills redundant.

The UN's pan-European programme has expanded the scope of the co-operative approach by bringing together industry in Britain, the Soviet Union, France, Hungary, West Germany, East Germany and elsewhere to seek universal solutions to their problems. Other countries involved in the project are Belgium, Bulgaria, Czechoslovakia, Cyprus, Denmark, Finland, Greece, Malta, the Netherlands, Norway, Poland, Switzerland, Turkey and Yugoslavia.

The co-operative network of European training institutions, set up with an initial \$39,000 raised by the UN, will include research and industrial establishments as well as individual specialists. The network was launched at a recent conference in Sofia, organised by the International Labour Office and attended by instructors from national training systems or in ministries of education and labour. Four countries offered to host technical seminars concerning such issues as modular training and training for numerically controlled machines and flexible manufacturing.

Papers presented at the meeting reflected a diversity of levels of development and models of training in different parts of Europe. Common trends were also apparent, such as the proliferation of training programmes run by industrial enterprises to create the skills matching their own specialised needs.

Decentralisation of manpower planning is also gaining ground, even in the centrally administered economies, with the decision-making process moving from the national to the local level and from training systems to individual units.

Thomas Land

ARTS



EXHIBITIONS

London

The Royal Academy. The Art of Photography 1839-1989: in celebration of the 150th anniversary of the first practical demonstration of the medium, this large and impressive exhibition leads the visitor through the practical developments and aesthetic variations and experiments in the use of the medium, from the work of the earliest pioneers in France, England and Scotland, up to the present. The selection is representative, section by section, rather than exhaustive, with the closest photographs shown in reasonable depth. Sponsored by Logica, the Midland and The Independent. Daily until December 23.

Paris

Musée des Arts Décoratifs. Je suis le Cahier - Picasso's sketchbooks. After two years of measuring the world over, the exhibition ends, up in Paris. The 40 sketchbooks covering a period of 64 years follow closely Picasso's development. There are culled flat planes decomposing reality next to the fullness of neo-classical figures, there is the almost sugary rendering of the mother and child theme next to the cruelly distorted female faces, there are all the facets of Picasso's inventive genius. 107, Rue de Rivoli (4869321), closed Tues. Ends December 31.

Frankfurt

Kunstverein, am Markt 44. A "Prospect photography" to celebrate the 150th anniversary of the invention of photography with 130 works from around 30 artists. Ends Nov 26.

Munich

Städtische Galerie im Lenbachhaus. The most complete retrospective of the expressionist painter Karl Schmidt-Rottluff to date with almost 370 works from 70 private and public collections. After the Kirchner and Heckel exhibitions, this is the third significant project from one of the founding members of the Die Brücke group. Schmidt-Rottluff, who died in Berlin in 1976, was strongly attacked during the Nazi years.

Vienna

Museum für Applied Arts is host-

the contours of her breasts. 267, rue Saint Honoré (43601503). Closed Sat, Sun and lunchtimes. Ends Dec 15.

Brussels

Europe's Japan 89: Musée Royal d'Art et d'Histoire. Namban Art explores the Portuguese influence on Japanese painting and the Splendour of No Theatre shows props and costumes from the Rokuro Ume-waka Collection. Closed Mon. Ends Dec 17.

Antwerp

Museum of Modern Art (MOMA) 32 Leuvenstraat. New tools - New Images: art and technology in Japan today with installations by Tatsuo Miyajima, Tameo Kawai. Closed Mon, ends Dec 3.

Madrid

Fundacion Juan March. Retrospective of Edward Hopper opens the autumn season at the foundation. 61 works by the New York realist covering a period of 56 years. Until Jan 4.

Barcelona

Museo de Arte Moderno. Showing of modernist posters belonging to the museum's collection. An important selection consisting of 70 posters by renowned turn of the century artists: Mucha, Steinlen, Toulouse-Lautrec, Chéret, etc. Ends Nov 26.

Washington

National Gallery. Almost three dozen paintings of the early 20th century German movements, Bauhaus, Neue Sachlichkeit and Blaue Reiter, lent by the Thyssen-Bornemisza collection, make a telling commentary on a part of the world again the centre of attention internationally. Ends Jan 14.

Teien Museum, Maguro, Yaso

Kuniyoshi. Retrospective to mark the centenary of a Japanese artist who emigrated to the US as a teenager and who in his last days produced a remarkable series of grotesque images.

ing a large exhibition devoted to the works of Carlo Scarpa, the Italian artist and architect. The theme is focusing on "The Other city". Until Jan 15.

Rome

Spanish Academy, Salvador Dalí: Sculptor and Painter-Supreme genius, or merely "Aviador", as his unkind Catalan nickname implies? This exhibition convinces you that that genius he certainly was but that his inventive and sophisticated talent became irretrievably warped from the 1970s on, when he became cruel and tiresome in his desire to shock. Ends Dec 3.

New York

Metropolitan Museum. A decade of fabulous shows borrowed from around the world culminates in the present exhibit of the painter of Velazquez, much of which is borrowed from the Prado in Madrid. Ends Jan 7.

Vienna

Staatoper. Programme includes Mendelssohn's better *Ein Sommernachtstraum*, conducted by Caspar Richter; *Die Verhaftung* by Smetana, conducted by Ondrej Lenard and with a cast including Gertrude Stein, Joana Borowska and Alfred Stramek; *Le Nozze di Figaro* by Mozart, conducted by Peter Seufert; Heuberg's *Der*

Opera and Ballet

London

Royal Opera, Covent Garden. Further performances of the new, and dimly unsuccessful, production of Cherubini's *Médée* by Ilse Ashman, conducted by Mark Erneston, with a cast headed by Rosalind Plowright and of *Rigoletto*, in the Lucia Bepert production conducted by Sian Edwards, with Judith Howarth (Gilda), David Rendall (the Duke) and Brent Ellis in the title role. English National Opera, Coliseum. The revival of Graham Vick's *Madama Butterfly* production brings back Janice Cairns to the title role, and introduces to London the American conductor Antonio Pappano. Further performances of the new David Esman production of Monteverdi's *The Return of Ulysses*, conducted by Paul Daniel, with Jean Rigby, Anthony Rolfe Johnson, Sara Cuddeback, Laurence Dale, and James Bowman; final ones of Kurt Weill's marvellous "Broadway opera" *Street Scene* in David Pountney's staging.

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London

A Life in the Theatre (Haymarket). Slight but enjoyable David Mamet early play anglicised to reflect the last days of weekiyp and notable for the return to the stage of a self-indulgent technician, Denholm Elliott (930 8832). Ends Dec 2.

New York

Hold Childrens (Plymouth). Wendy Wasserstein's award-winning drama covering 20 years in the life of a successful American baby boomer goes from support for Eugene McCarthy's presidential aspirations to electoral ambitions in the 1980s, accompanied by period flourishes (928 6999). See also *Topical (Circle in the Square)*. An intimate production of the Southam-Wheeler musical in contrast with the elaborate original a decade ago emphasises the descent into madness of Bob Gunton as the demon barber of Fleet Street (239 6200).

Chicago

Driving Miss Daisy (Rialto Street). The touching relationship between a dowager, played in this production by Dorothy Loudon, and her black chauffeur

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Hold Childrens (Plymouth). Wendy Wasserstein's award-winning drama covering 20 years in the life of a successful American baby boomer goes from support for Eugene McCarthy's presidential aspirations to electoral ambitions in the 1980s, accompanied by period flourishes (928 6999). See also *Topical (Circle in the Square)*. An intimate production of the Southam-Wheeler musical in contrast with the elaborate original a decade ago emphasises the descent into madness of Bob Gunton as the demon barber of Fleet Street (239 6200).

Chicago

Driving Miss Daisy (Rialto Street). The touching relationship between a dowager, played in this production by Dorothy Loudon, and her black chauffeur

Opera and Ballet

London

Royal Opera, Covent Garden. Further performances of the new, and dimly unsuccessful, production of Cherubini's *Médée* by Ilse Ashman, conducted by Mark Erneston, with a cast headed by Rosalind Plowright and of *Rigoletto*, in the Lucia Bepert production conducted by Sian Edwards, with Judith Howarth (Gilda), David Rendall (the Duke) and Brent Ellis in the title role. English National Opera, Coliseum. The revival of Graham Vick's *Madama Butterfly* production brings back Janice Cairns to the title role, and introduces to London the American conductor Antonio Pappano. Further performances of the new David Esman production of Monteverdi's *The Return of Ulysses*, conducted by Paul Daniel, with Jean Rigby, Anthony Rolfe Johnson, Sara Cuddeback, Laurence Dale, and James Bowman; final ones of Kurt Weill's marvellous "Broadway opera" *Street Scene* in David Pountney's staging.

Paris

Châtelet. *Fidelio* conducted by Lorin Maazel in a splendid Giorgio Strehler production with the Orchestre National de France and Warsaw's National Philharmonic Choir is co-produced with Teatro Alla Scala, Milan and Radio France (4928294).

Vienna

Staatoper. Programme includes Mendelssohn's better *Ein Sommernachtstraum*, conducted by Caspar Richter; *Die Verhaftung* by Smetana, conducted by Ondrej Lenard and with a cast including Gertrude Stein, Joana Borowska and Alfred Stramek; *Le Nozze di Figaro* by Mozart, conducted by Peter Seufert; Heuberg's *Der*

THEATRE

London

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SOCIETE GENERALE DE BELGIQUE

Société Anonyme

Incorporated in Brussels by Royal Decree dated 28 August 1922
Registered Office: 30 rue Royale, 1000 Brussels
Trade Register Number: 17.487

The Board of Directors is pleased to invite shareholders to assemble at the Company's registered office, rue Royale 30, Brussels on Tuesday 28 November 1989 at 11.30 am. for an extraordinary general meeting to vote on the following agenda:

AGENDA

- Modification of the date of the ordinary general meeting to be held on the third Tuesday in May. Accordingly, modification of Article 22 of the Articles of Association.
- Modification of Article 7 of the Articles of Association replacing in item 3 of the first paragraph the words "charity funds" to "patronage funds".
- Powers to be bestowed on the Board of Directors for the execution of decisions made regarding the above items.

In order to attend this meeting, shareholders should in accordance with article 19 of the Articles of Association, register their shares at the Company's registered office by Tuesday 21 November 1989 at the latest, or at one of the following banks:

In Belgium	: Generale Bank Banque Indosuez Belgique
In France	: Banque Indosuez
In Luxembourg	: Banque Générale du Luxembourg
In Great Britain	: Banque Belge Limited
In Switzerland	: Crédit Suisse Société de Banque Suisse Union de Banques Suisses
In the Federal Republic of Germany	: Deutsche Bank Generale Bank & Co

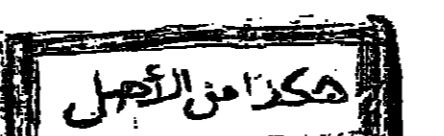
Shareholders who wish to be represented at this meeting are invited to send their proxy to the Company's registered office at the latest, at the convenience and by Friday 24 November 1989 at the very latest, the date laid down by the Board of Directors in accordance with article 20 of the Articles of Association.

Brussels, 8 November 1989
H. de CARMOY
Managing Director
E. DAVIGNON
Chairman

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FINANCIAL TIMES

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Friday November 17 1989

Care in the community

CARING FOR People, the UK Government's white paper on community care, represents a triumph of logic over ideology. In 1983 Sir Roy Griffiths, Mrs Thatcher's special health adviser, argued that local authorities should play the primary role in community care. The idea was deeply unpopular among Conservative ministers and the Department of Health spent a fruitless 16 months searching for alternatives. Yesterday it admitted that Sir Roy had been right all along.

Individuals will be expected to achieve value for money by purchasing services from a range of competing providers in independent, homes and private sectors. Regrettably, the playing field thus created does not appear to be level. Cash previously provided by social security offices will be available to help finance places in independent homes but social service departments will have to meet the full costs of maintaining people in their own residential homes, including the costs of accommodation and food. Closure of some local authority homes appears inevitable.

Efficiency The white paper may promise efficiency in the delivery of community care. But local authorities will still face formidable problems. The job of care managers will be comparable in sensitivity to that of budget-holding general practitioners. Faced with limited resources, they will not only have to locate the most cost-effective care for each individual, but weigh the relative needs of different clients, many of whom will be unable to argue their own case coherently, let alone cogently. On top of this, they will have to conduct means-tests to decide the level of fees they can reasonably charge. The tests of needs and means envisaged by the white paper are likely to be highly unpopular, particularly where most medical care remains free.

The success of the reforms will depend largely on the scale of resources committed by central government. The outlook is not encouraging. The Government is willing to transfer money from the social security budget but not to provide the new money that is urgently needed if services are to be radically improved. It has rejected Sir Roy's argument for a specific grant for community care on the grounds that local authorities must decide their own priorities. This is perhaps understandable, but earmarking of some description would be both comforting and useful to service directors as they fight for an adequate share of a limited cake. It is disingenuous to argue that local government should be autonomous when its ability to raise revenue is constrained by the poll tax.

Unified budget

Under the new arrangements, the costs of both residential and domiciliary care will be met out of a unified budget controlled by local authorities. Anybody seeking public support for either sort of care will have to undergo a "needs assessment." If the local social services department does not think residential care is warranted, cash will not be forthcoming. The financial incentives in favour of residential care will thus disappear.

The idea is that local authorities should play an "enabling" role. The care managers appointed to look after particu-

El Salvador's war without end

FIGHT AND TALK has been a classic strategy where opposing sides in a conflict are seeking to strengthen their hands at the negotiating table. At first sight the nationwide offensive launched in El Salvador by the FMLN left-wing guerrilla movement seems to fit precisely into this mould. The fighting is a direct consequence of the deadlock in negotiations to end the ten-year-old civil war. The rightist government of President Alfredo Cristiani has been stubbornly insisting that the guerrillas disarm before any political reforms are discussed. Ever suspicious, the FMLN have construed this as a tactic to avoid discussion of what they believe should lie at the heart of the talks - their incorporation into national life. Faced with such an impasse, the guerrillas have gone on to the offensive, taking advantage of the Bush Administration's obvious desire to disentangle itself from high-priority involvement in an unwinnable war. Even at this stage when the outcome of the fighting is still unclear, the FMLN, like the Vietcong during the Tet offensive in Vietnam, have made a point of very forcefully. Even if the Salvadoran armed forces now regain the initiative - as they should with their expensive firepower supplied by the US - the military has been wrong-footed.

were killed does not seem like a very good investment. Moreover, yesterday's cold-blooded murder of six Jesuit priests by members of the military in San Salvador underlines yet again the scant regard for human rights consistently displayed by the main Salvadoran recipients of US largesse. The two sides will require imagination and a spirit of reconciliation to get together again round the negotiating table after the latest bloodletting. Both the Government and the guerrillas will pretend they have emerged the stronger. Yet a realisation that there could be no outright winner was the basis of the first tentative direct negotiations over three years ago, and again provided an impetus to fresh talks after President Cristiani came to power in June. Future negotiations can only begin with a mutual recognition that each is fighting the other into the ground at the expense of a war-weary population.

US influence

The US can help in this respect because Washington still retains an important influence over El Salvador's fate, as indeed it does over the whole of the central American "backyard." So far President Bush has rightly resisted an interventionist response to events in El Salvador, as well as to the latest threats by the Sandinista Government in Nicaragua to resume fighting against the Contra rebels. The Bush Administration seems to have understood that the ideologically motivated reactions of the Reagan era to conflict in central America created more problems than they solved. However, it is one thing for President Bush to be more pragmatic than his predecessor in the White House. It is altogether different to overcome a long standing distaste for the communist-inspired FMLN and recognise it as a real political force. So long as Washington refuses to do this, President Cristiani will be encouraged to believe he can hold out. This, in turn, will oblige the guerrillas to continue thinking in military terms, so prolonging the tragedy of civil strife.

Victor Mallet reports on Iran's efforts to recover from its war with Iraq

The harder tasks of building the peace

The honeymoon was brief. Three months after his election as President of Iran, Mr Ali Akbar Hashemi Rafsanjani finds himself in charge of a discontented people, an economy in urgent need of investment and reform, and a clerical leadership as fractious and divided as ever. Revolutionary Islam, which performed a remarkably successful feat of crisis management during the eight-year war with Iraq, now faces the difficult task of peacetime reconstruction and administration. For the astute Mr Rafsanjani and his technocratic cabinet, the problem is not so much the criticism of his religious and left-wing opponents, or the cynicism of the wealthy, westernised Iranians of north Tehran, as the disillusionment of his traditional supporters.

The poor who voted the President into office on July 28 bitterly resent the government's inability to control rising prices or to provide the subsidised rice they should be able to buy with their ration books. "Under the Shah's regime I wouldn't dare to talk. There is more freedom now and I'm not afraid to speak," says one Tehran artisan who welcomes the strict moral code of the Ayatollahs. "But what I complain about is the high prices. There are these hoarders, these corrupt people. During the Shah's time there was abundance. My grandfather was a labourer but he could feed all the Ayatollahs. But what I complain about is the high prices. There are these hoarders, these corrupt people. During the Shah's time there was abundance. My grandfather was a labourer but he could feed all the Ayatollahs. The rich bazaar merchants who helped Ayatollah Khomeini overthrow the Shah in 1979 - and who might be expected to support Mr Rafsanjani's economic liberalisation programme - have shown themselves reluctant to abandon the hefty profits they made out of the distorted post-revolutionary economy. Far from being a free market, the domestic economy has been a source of easy money for those with the right connections. The merchants' hoarding of goods in short supply, and their reluctance to lower prices in line with the falling black market value of the dollar as confidence rose earlier this year, have contributed to Mr Rafsanjani's woes. The Shah learned to his cost the price of failing to break the power of the bazaar. Among Iran's 63m inhabitants, meanwhile, there is an increasing sense that the Shia Moslem clergy may be about to prove the incompatibility of devout religion and the sordid business of day-to-day politics. This phenomenon, long fore-shadowed by Shia leaders who opposed the late Khomeini's seizure of power, is now simply a result of the clergy's failure to understand the importance of economics or petrochemicals. Power, Iranians say, has corrupted the revolutionaries as it corrupted Iranian leaders for centuries before them. Mr Rafsanjani's civilian supporters often resent the assumption of the Revolutionary Guards and the Komtsehs, the local revolutionary cells which act as a sort of Islamic police force to oversee the morals of the Iranian people. Although there is talk of a clean-up, government offices are riddled with corruption and the Komtsehs take bribes and protection

money. In exchange for dollars, for example, they will give informal permission for an engagement party with music and corrige dancing. Corruption and profiteering are only two of the issues discussed by frustrated Iranians in the tea-shops of Tehran. President Rafsanjani is confronted with a host of social and political problems. Petty theft is one of the issues discussed by frustrated Iranians in the tea-shops of Tehran. President Rafsanjani is confronted with a host of social and political problems. Petty theft is one of the issues discussed by frustrated Iranians in the tea-shops of Tehran. President Rafsanjani is confronted with a host of social and political problems. Petty theft is one of the issues discussed by frustrated Iranians in the tea-shops of Tehran.

Unemployment is estimated at around 15 per cent, excluding the troops who have yet to return from the front and the Westernised women who have left the labour market in disgust at what they see as discrimination by male Moslem fanatics. Xenophobia, aimed largely at Afghan refugees, is evident among the poor and jobless. Overshadowing all these different obstacles to long-term prosperity are the crippling disagreements within the government over the direction of economic policy. Mr Rafsanjani is aware of the need to make up for a 10-year backlog of investment in oil production - which accounts for nine tenths of export earnings - and other industries. He has decided to liberalise the system for allocations of foreign currency, promote privatisation, and quietly encourage the participation of foreign companies where necessary. He has attempted, without much success, to lure back hundreds of thousands of



trial products and defence equipment, and by spending on services. Without more credit, bankers and businessmen believe, Iran's foreign exchange and import liberalisation will simply run down the country's 60m of reserves to the benefit of the currency speculators in the bazaar, without strengthening the economy for the future. Mr Rafsanjani, in defiance of those who think that a multiple exchange rate is a recipe for abuse, seems convinced that the new three-tier system will be a success, partly because the central bank should be able to gather in excess rials and thereby control the money supply and the 60 per cent inflation rate as it sells foreign exchange. Essential imports are subsidised by calculating their cost on the official rate of some 70 rials to the dollar, while other trade uses rates of around 420 and 1,000 rials. In this way I think there will be an economic boom," the President told a recent news conference. Mr Ali-naghi Khamoushi, President of the Iran Chamber of Commerce, Industries and Mines, is another of Tehran's rare optimists. He does not think reserves will be unduly

Rafsanjani has not curbed the profiteering system, or done anything about the housing shortage. Family ties have become a safety net for those who cannot make ends meet. "For three days we eat in our own house," says one workshop foreman, "and for the others we parachute into the homes of our relatives." Mallet with two children, he pays two thirds of his 60,000 rial salary on rent for two rooms. "Those who have capital are living well," he says. "Workers are badly off. But worse off than us are government employees."

Iran has a reputation for paying its debts and would not face many financial objections if it wanted to borrow, although lenders are concerned about political instability and the possibility of heavy policy changes. It has negligible short-term foreign debt of about \$500m, while short-term obligations are around \$2bn. Whatever the ideological constraints, foreign credit is already establishing itself as part of the Iranian economic system. Iran often pays for its imports on a deferred basis of 300 days, and is said to be asking for 720 days for some major projects, while Iran's customers frequently pay for Iranian goods in advance and profit from the discount built into the transaction.

With Japan and West Germany as its major trading partners - and a recent economic co-operation agreement with Moscow - under the belt, Iran has developed its trade relations with the outside world following the post-revolutionary rift with the US. But those relations are occasionally threatened by Tehran's erratic foreign policy. Tehran cut diplomatic ties with Britain over Mr Salman Rushdie's novel, The Satanic Verses, and although there are no trade sanctions, individual Iranian officials have occasionally succeeded in blocking British imports. Turkey and then France have come under fire because of their opposition to Moslem dress for women in their educational institutions.

Iran has yet to learn that the world is largely indifferent to the precepts of the Imam who now lies in his marble grave at the Beheshti-Zahra cemetery. What foreigners really want to find out is whether the increasingly outspoken Ayatollah Ali Khamenei, Khomeini's successor as spiritual leader, will put his weight behind Mr Rafsanjani or sabotage his reforms.

There are already signs that the business of running a large country with a complex, hydrocarbon-based economy and an independent-minded population has begun to sap the Iranian clergy of some of their early revolutionary fervour. Some call them cynics, others - pointing to the relaxation of petty regulations and the blending of Khomeini's unpopular pan-Islamic theories with the more acceptable theme of Iranian nationalism - say they are learning from their mistakes. Whichever interpretation is correct, if Mr Rafsanjani's gamble for economic revival does not succeed, he and his religious colleagues may wish they had never taken up so completely the burden of political power.

The merchants are reluctant to abandon the big profits of the post-revolutionary economy

skilled Iranians from exile abroad. But his "decade of reconstruction" has got off to a slow start. Although Mr Gholamreza Agazadeh, the Oil Minister, insists that oil production capacity is 3.5m barrels a day and will rise to 4m b/d in two years, independent observers

Manual for a Trabi

Claims that East Germany's tiny, two-stroke Trabant should be named Car of the Year are mounting, so here is a bit of background. Long treated as a joke in the West, the Trabi - as it is affectionately known in the East - has become an everyday sight in West Berlin and on West German roads. Visiting East German families are jammed into the fibre glass vehicle which sounds like a motor scooter and leaves behind a plume of black fumes. Drivers clutch the wheel of the car which is notoriously skittish and is forever losing parts. All this can be had for 12,000 East German Marks and a 13- to 15-year waiting period in the German Democratic Republic. A year-old used Trabi costs more than a new one. The Trabant (meaning "satellite") has been in production for 31 years and is little changed. The manual for Trabant owners advises drivers to stop when there is an awful "racket up front", as it is probably the dynamo which has come loose. Owners are advised to tighten such vital parts regularly. This year 146,000 Trabis will be produced, and by 1993 output will rise to 175,000. But this is a drop in the bucket and East Germany has announced plans to import 100,000 used cars from the West in a bid to win the hearts of disaffected citizens.

Trabi owners who drive the car to the West are placing orders there for spare parts which are seldom obtainable in the East. No-one drives a Trabi through Hungary to East Germany, since it is banned from sale because of its noxious exhausts. The exodus of East Germans driving their Trabis through Hungary to the West this past summer, however, forced West Germany to make an exception to its strict emission standards.

OBSERVER

Red means blue

The partial takeover of the Hungarian lighting manufacturer, Tungsram, by General Electric of the US has led to a new phrase in the City: red chips.

The Dallas Index

Whatever happened to the economics journalists? The annual Amex Bank Review awards are made for the first time for a prize of \$25,000 for an essay of not more than 5,000 words on "any subject in international economics of current relevance to financial markets". Yet this year the academics have won hands down. First prize has gone to John H Makin, a resident scholar and Director of Fiscal Policy Studies at the American Enterprise Institute for Public Policy, for what seems to us a thoroughly conventional essay arguing against managed trade: sentiments admirable, exposition banal. There is, however, rather a good essay by Robert Feinberg of the American University in Washington about the influence of exchange rate fluctuations on US prices. Feinberg draws attention to an exchange rate index previously unknown to us. It comes from the Federal Reserve Bank of Dallas and covers 101 currencies. The US authorities tend to rely on a much narrower index from the Federal Reserve Board. The Fed's index assigns 77 per cent of its weight to eight European countries, nine per cent to Canada and 14 per cent to Japan, and is not regularly updated. The two indexes give totally different readings of the appreciation or depreciation of the dollar. For example, from a low point at the end of the 1970s to a peak in the mid-1980s, the Fed index says that

the dollar went up by 59 per cent; the Dallas index says 38 per cent.

Feinberg concludes that the Dallas index suggests that the average US competitiveness is somewhat worse than indicated by the Fed. I liked his essay because it told me something new. He has at least been given a special merit award of \$2,000.

Cotswold Wall

Checkpoint Cheltenham, the Espionage Centre due to open as a museum next May, is trying to buy Checkpoint Charlie, the best known crossing point at the Berlin Wall until the travel restrictions were lifted. Peter Rollins, the very Welsh-sounding, German-speaking director of the museum, says that he was not making much progress by going through the British Council (he has now been given better numbers to ring) and that he has an acquisitions budget of only £50,000. Still, many of the exhibits have come from donations and

Advertisement for Omega watches featuring the text 'Significant Moments OMEGA' and an image of a watch.

POLITICS TODAY

The outsider at the dinner party

By Joe Rogaly

Take a look at the map: if Berlin becomes the most important capital in Europe...

I doubt if the British Prime Minister ever will. She is too much of an English patriot for that...

Downing Street, a convenient halfway point between the US and the Soviet Union...

This picture of the 1980s is not wholly wrong, even though the casting of Statist socialism would presumably have come about...

That game is now over, the hand exposed. The 1980s will be quite different. We can argue about the Conservative Party's history...

As Mr John Major discovered in the Commons, the Falklands campaign is history. Mr Bageant is out of the White House...

The choice is now clear. The United Kingdom can become an outsider, really on the periphery...



system, at least for political reasons. The economic arguments against early entry may in some eyes have been strengthened...

Ms Thatcher does not see matters this way. She believes that West Germany's doubts about monetary union...

The strong probability, however, is that the French and perhaps even the Germans will not allow us to spin things out...

Ms Thatcher will say, "one thing at a time." The first step, she will add, will be to encourage the development of European democracy...

As to defence, it is recognised in London, not least by the Leader of the Opposition, Mr Neil Kinnock...

One useful product of the dinner could be that a start could be made on drafting an EC note to be sent to Moscow and Washington...

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the dwindling certainties of a flexible nuclear arsenal whose rationale is slipping away...

Over the weekend we shall see whether this minimalist view of Saturday night's great European feast is correct...

If the French President lacks a draft agenda for such a debate I am certain that the British will be happy to provide one...

She was in fact simply throwing out ideas. Plenty are floating around here. She is likely to make pointed remarks...

It is possible that Mr Kohl, too, will want more discussion of the East at Strasbourg, although he may be open to the charge that that would be a tactic to postpone matters...

Disaster on a time fuse

By Christian Tyler

THE IMMEDIATE reaction to a serious accident like the Clapham train crash is to set up a disaster fund and arrange special counselling for the bereaved...

But when an accident brings delayed death - death at the end of a fuse, as it were - then the victims or their relatives are forced to seek compensation through the courts...

A particularly terrible example of a fatal accident with a delayed death sentence was discussed in Westminster again on Tuesday...

Settlement now would demonstrate to those awaiting death that they were not being marginalised by some legal technicality. It would take a weight off the minds of families...

LETTERS

'Just losing interest'

From Professor Mike Faber.

Sir, Commenting on the fresh round of provisions announced by some leading clearing banks last week...

Quite so - if only because it is hardly in the interest of such countries to repudiate or tighten the rules...

Nuclear power

From Professor C. Robinson.

Sir, You have consistently supported those commentators who have criticised the UK Government's electricity privatisation plan...

You say there is a "respectable strategic argument" for nuclear power, and that the Government's "nuclear commitment was strategic rather than commercial."

Neither case can be made for nuclear power as we have known it so far in England and Wales. It has not been secure...

Bank on Japan

From Mr A.R.D. Moore-Davies.

Sir, Your article on Japanese banks (November 6) suggests that Western banks are more efficient in terms of costs and had debt control...

This does not necessarily imply that they are more conservative (Japanese banks are far more wholesale in nature than UK banks)...

Dumped into problems

From Professor D. Greenwood.

Sir, "Dumping" is one of the most frequently used arguments for protection. It arises with almost monotonous regularity...

It is easy to plead "strategic" reasons, embarking on expensive support programmes whose primary impact is enhancement of the market power of those industries they protect...

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FINANCIAL TIMES COMPANIES & MARKETS

Friday November 17 1989

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INSIDE

Testing time for Eurobond issues

The fixed-price reoffered method of syndicating new Eurobond issues faces its fiercest test this morning...

British Gas's dividend surprise

British Gas yesterday announced a surprise increase in its interim dividend, lifting the half-year payment by 16.4 per cent to 3.2p a share...

Opening door to potential

A metallurgical breakthrough lies at the root of a US\$330m nickel production project announced yesterday by Australian Consolidated Minerals and Outokumpu...

Strangers on the family farm



Foreign investors are buying into US agriculture. They now own 1 per cent - or 12.5m acres - of US farmland and are hoping that the lean years of earlier this decade are over...

On the other side of the street

At a time when business on the British high street is looking gloomy and consumer demand is slowing in the US, retailers on the Continent have plenty to smile about...

Market Statistics

Table with 2 columns: Market Statistics and values. Includes Base lending rates, Benchmark Govt bonds, FT-100 index, etc.

Companies in this section

Table listing various companies and their stock prices. Includes AGA, Allied Irish Banks, Astra, Baker Hughes, etc.

Chief price changes yesterday

Table showing price changes for various companies. Includes BHP, British Airways, British Telecom, etc.

LONDON (Pence)

Table showing stock prices in London. Includes BHP, British Airways, British Telecom, etc.

AMP raises Pearl offer to £1.24bn

By Ray Bashford in London

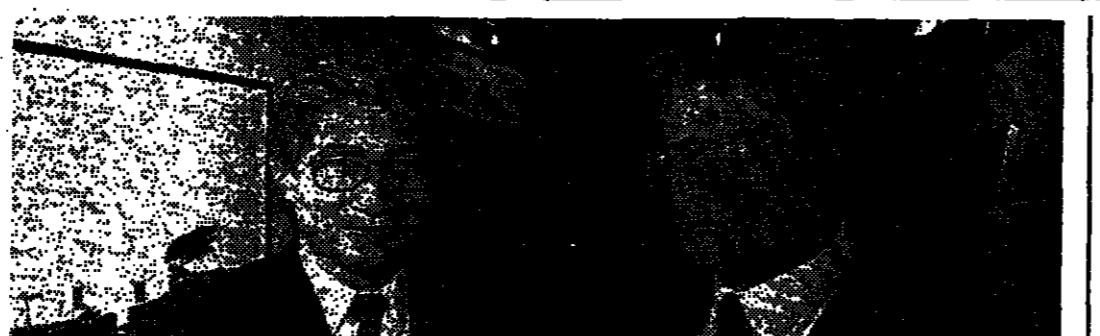
AUSTRALIAN Mutual Provident yesterday took a commanding position in the takeover battle with Pearl Group following the announcement of a sharply increased offer for the UK life insurance company.

expand away from domestic market which offers limited scope for growth. The bid follows its strongly contested acquisition, earlier this year, of London Life, the mutual life insurer.

Mr Ian Salmon, chief general manager of AMP's international operations, said he was confident of victory after an encouraging initial response to the offer. "We are hopeful that a steady flow of shares will come our way and that we will win the company," he said.

Pearl based its defence against the bid on an appraisal value of the company's shares which was carried out by a firm of independent actuaries. The study concluded that, by combining the value of shareholders' funds with the profits that Pearl would generate from present and future business, the shares were worth 76p a share.

Pearl shares yesterday jumped 40p to 68p after the announcement of the increased offer which had been expected to come closer to next Tuesday's deadline. AMP built up the 18 per cent stake through purchases last year in the market representing a 5 per cent stake.



Hill Samuel links with Dai-Ichi Kangyo

HILL SAMUEL Investment Management, part of the TSB group, is forming a joint venture with Dai-Ichi Kangyo Bank, Japan's largest, to provide global investment services to DKB clients...

partly because of the constraints of Japanese banking regulation. But Mr Johnson said he expected the \$850m Japanese pension fund market to be liberalised within 18 months...

Mr Johnson said he expected the \$850m Japanese pension fund market to be liberalised within 18 months, and this would provide big opportunities for Hill Samuel's investment management business.

Retrovir helps Wellcome to lift profits to £283m

By Vanessa Houlder in London

WELLCOME, the maker of Retrovir, the only medicine licensed to combat AIDS, yesterday announced a 26 per cent rise in pre-tax profits from £221.2m (£398m) to £283.2m for the year to August 26. Sales of Retrovir increased 49 per cent to £134m.

growth in patient population over time, as a result of these findings, coupled with production economies, will reduce our financial risk and will remove some of the uncertainties which existed when this drug was first introduced," said Sir Alfred Sheppard, chairman.

Zovirax, which is used in the treatment of herpes infections, remained Wellcome's largest selling product, with sales up by 36 per cent to £258m.

Wellcome said it had already lodged a US application for licences to treat patients who were at an early stage of HIV infection. This followed a major US study, released in August, which found that Retrovir significantly slowed the progress of the disease in its early stages.

The non-antiviral drugs, which account for two-thirds of turnover, were boosted by the introduction of a new antidepressant, Wellbutrin, in the US, strong sales of Sudafed, its cold and cough preparation, and progress with Traxium, its muscle relaxant.

Overall, turnover increased by 15 per cent to £1,411m (£1,252m). This included nine months' turnover of £152m from Coopers Animal Health operations, which were sold during the year.

New Ferranti accounts out today

By Charles Leadbeter, Industrial Editor, in London

FERRANTI International Signal, the beleaguered UK electronics group, will today attempt to open the next stage of its recovery from an alleged £215m (£340m) fraud, by publishing its revised report and accounts.

figure will differ markedly from the estimate in the Coopers and Lybrand report, which led the Serious Fraud Office to launch a wide-ranging investigation into the fraud.

The revised accounts should clear the way for Ferranti's embattled management to proceed with the next stage of its rescue plan, which could lead to the company being taken over.

British Steel hits £423m midway

By Nick Garnett in London

BRITISH STEEL showed yesterday that smelting industries can bachel out huge earnings, when it announced pre-tax profits of £423m (£678m) for the half year to September 30.

Output at 7.2m tonnes was 1.5 per cent lower than the same period last year. Sales volume was about the same, with higher turnover coming mainly from higher selling prices and improved product mix.

present £2,500. Output at 7.2m tonnes was 1.5 per cent lower than the same period last year. Sales volume was about the same, with higher turnover coming mainly from higher selling prices and improved product mix.

Navistar seeks to return to Europe

By Kevin Doney in Frankfurt

NAVISTAR International, the leading North American medium and heavy truck maker formerly known as International Harvester, is seeking to re-enter the west European market, less than a decade after it was forced to withdraw in disarray with its North American operations on the brink of financial collapse.

BAT bid 'could be 80% cash'

By Nikki Tait in London

SIR JAMES GOLDSMITH'S Hoylake consortium says if it was making a new bid today for BAT Industries, the UK tobacco-based conglomerate, it would pitch the offer at 85p a share.

cash, with any debt underwritten or placed with banking institutions to give shareholders cash. The overall shape of the offer is similar to that previously proposed, but this is the firmest suggestion to date of a high cash element.

At the beginning of the 1980s Navistar, the then International Harvester, had a significant presence in the European truck industry. It owned Seldén Atkinson in the UK, had a 38 per cent stake in DAF of the Netherlands, and had management control and an option for majority equity control of Isuzu in Spain.

Peterborough Special Effects advertisement with large stylized text.

INTERNATIONAL COMPANIES AND FINANCE

Sun and Unisys decide not to invest in Dram venture

By Louise Kehoe in San Francisco

US MEMORIES received two further setbacks yesterday when both Sun Microsystems and Unisys said they would not invest in the collaborative venture aimed at establishing a major new US manufacturer of dynamic random access memory (Dram) chips.

Brain drain helps boost Hongkong Telecom

By John Elliott in Hong Kong

HONGKONG Telecom communications, a subsidiary of Cable and Wireless of the UK, yesterday unveiled a sharp increase in profits. Profits after tax, minority interests and transfers to a development fund rose to HK\$2,078m (US\$264.9m) for the six months to end-September, a gain of 20.1 per cent over the same period last year.

Westpac soars 34% to A\$791m

By Chris Sherwell in Sydney

WESTPAC Banking Corporation, the largest of Australia's Big Four commercial banks, yesterday reported higher-than-expected profits of A\$791.1m (US\$620.5m) for the year to September, up 34 per cent on last year's A\$585.5m.

fully-franked final dividend of 27.5 cents per share, making a total of 53.5 cents for the year, up 22 per cent on the previous year. On the stock exchange, the share price finished 13 cents higher at A\$3.03.

Oil services company lifts income

By James Buchan in New York

BAKER Hughes, the oilfield services company formed from the merger in 1987 of Baker International and Hughes Tool, reported a striking 27 per cent increase in its net income for the quarter to September as it continues to reap benefits from the merger.

Campbell Soup chalks up a record first quarter

By Anatole Kaletsky in New York

CAMPBELL Soup, the New Jersey-based food group which has recently been subject to takeover speculation, reported record earnings and revenues for its first fiscal quarter, ending October 29.

Spending pays at Loblaw

By Robert Gibbens in Montreal

LOBLAW Companies, Canada's largest food distributor, posted a strong third quarter which indicated that heavy capital spending was paying off in market share.

Seven-Eleven buys Hawaii shops

By Stefan Wagstyl in Tokyo

SEVEN-ELEVEN Japan, the convenience store group, is to buy 57 shops in Hawaii from the owners of Seven-Eleven in the US, which helped to found the Japanese company.

Matsushita reports modest gains

By Stefan Wagstyl in Tokyo

MATSUSHITA Electric Industrial, the large Japanese electronics maker, yesterday reported modest increases in consolidated interim sales and profits. Strong gains in industrial and communications equipment were offset by a dull performance in consumer electronics.

Kyocera hit by drop in demand

By Robert Thomson in Tokyo

KYOCERA, the world's largest manufacturer of integrated circuit ceramic packages, yesterday reported a 2 per cent fall in pre-tax profit to Y24.5bn (\$16.2bn) in the first half to the end of September after sales were hit by slowing domestic demand and rising labour costs.

Ricoh and Minolta lift profits

By Our Tokyo Staff

RICOH and Minolta, two large Japanese makers of copiers, cameras, and business machines, have reported increases in consolidated interim sales and profits due to strong demand.

Japan's shipping groups stage sharp recovery

By Robert Thomson

JAPAN'S shipping companies, struggling to make a profit in recent years, have reported strong profit growth in the first half following improved freight rates and the impact of cutbacks in personnel and unprofitable vessels.

Lively market boosts property

By Ian Rodger in Tokyo

JAPAN'S TOP three property companies have recorded sharp increases in profits, boosted by lively markets in Japan for office and residential properties.

PROPERTY COMPANY RESULTS (Ybn) Half-year to September 30. Table with columns: Company, Revenue, Pre-tax, Net, % change.

First-half surge by Pioneer Electric

By Robert Thomson and Ian Rodger

PIONEER ELECTRIC, the Japanese audio and video equipment maker, lifted consolidated net profit by 23.4 per cent to Y12,350m (\$92.2m) in the first half to end-September after strong sales in its main-line products.

impact of the Rockefeller property group, said revenue from last and this building leasing rose 0.8 per cent to Y85.4bn and that real estate sales rose 4.8 per cent to Y26.3bn.

KDD said its sales in the six months to September 30 were 4.5 per cent lower at Y132.1bn (\$919.3m), despite a 26 per cent rise in call volume.

BUSINESS SOFTWARE. A selection of software packages to suit your business needs appears every Saturday in the WEEKEND FT.

ACCOUNTANCY. The Financial Times proposes to publish this survey on: 1ST DECEMBER 1989. For a full editorial synopsis and advertisement details, please contact: WENDY ALEXANDER on 01-873 3524.

FINANCIAL TIMES. Correction Notes. US\$22,092,234.93. Short-term Guaranteed Notes issued in Series under a US\$250,000,000 Note Purchase Facility by MOUNT ISA MINES LIMITED & AGIP Coal Australia Pty. Ltd.

THE FINANCE COMPANY OF SOUTH AUSTRALIA LIMITED. US\$100 million floating rate notes due 1994 guaranteed by beneficial Finance Corporation Limited. Holders of floating rate notes of the above issue are hereby notified that for the first interest period from November 17, 1989 to April 30, 1990, the following information is relevant.

Swedish drugs company ahead on new products

By John Burton

ASTRA, the Swedish pharmaceutical company, lifted profits before appropriations and taxes by 20 per cent to SKr1.37bn (\$211m) for the first nine months of 1989. Sales advanced 19 per cent to SKr5.36bn.

Biotechnology sales drop hits Pharmacia earnings

By John Burton in Stockholm

PHARMACIA, the Swedish pharmaceutical and biotechnology group, saw profits after financial items fall 6 per cent to SKr350m (\$52m) during the first nine months of this year due to declining sales in biotechnology.

NZ Bank's rise marred by credit rating

By Terry Hall in Wellington

THE BANK OF New Zealand reported a sharp turnaround in profits, announcing an unaudited profit of NZ\$44.53m (US\$26.2m) for the six months to September 30.

sure to the Australian property sector.

The latest provisions are for doubtful debts which relate to particular problem borrowers. In the annual result the BNZ said NZ\$153.8m of its NZ\$1.2bn in specific provisions related to Australia exposures.

INTERNATIONAL COMPANIES AND FINANCE

Tesco raises £140m by leaseback on 17 stores

By Paul Cheswright, Property Correspondent

TESCO, the supermarket group, is selling 17 of its most modern stores to Land & Property Trust, a private property investment company, for £240m (£221m) in one of the biggest single retail property transactions seen on the British market.

The stores, mainly in London and the south-east of England, are being leased back to Tesco for 30 years. They are in Tesco's books at £90m.

This is the first significant move by Tesco in recent months to release capital from its property for the maturing business.

It established a joint venture company with Slough Estates that bought in 57m and, with Land Securities, it did a sale and leaseback deal on a warehouse complex to obtain £24.5m.

British retailers increasingly

have sought to use their property as an active rather than a passive asset. The moves taken by Tesco with its £1.2bn portfolio have been matched in different ways by, for example, Kingfisher, Sainsbury and Storehouse.

At the same time there has been growing interest among property investment companies in the superstore section of the market, despite the general caution about the prospects for the retail industry. This has meant that Tesco has been able to sell into a firm market.

Tesco said it would repay some short-term borrowings and use the funds to help finance its expansion programme.

This year Tesco is spending nearly £700m on its development programme and without the sort of deal it has done

with Land & Property Trust its gearing would touch 40 per cent. With the deal, gearing goes down to 35 per cent.

Land & Property Trust won a discreet auction to buy the properties, all of which have been built in the last five years and all of which are well-located on main roads.

The company is owned by Mr Berish Berger, who earlier this year failed in an attempt to win control of London Shop. The purchase from Tesco is his biggest and his first in the retail sector.

He will pay the money in two equal tranches: the first £70m next January and the second in April.

Mr Berger is a member of a well-known but secretive property family which is believed to have assets worth than £1bn, mainly in the residential sector.

VW up to DM609m in first nine months

By Haig Simonian in Frankfurt

GROUP net profits at Volkswagen, the West German motor group, increased by 45.3 per cent to DM609m (£80m) in the first nine months of this year, buoyed by the European car market, the success of the new Passat saloon and production cost reductions.

The results were well ahead of VW's 80 per cent profit jump to DM403m reported at the six months' stage.

The company said the figures emphasise its determination to retain its position at the top of the European car league this year, while worldwide sales look set to top 2m units for the first time.

Group turnover in the first nine months accelerated by 12 per cent to DM48.3bn, despite an increase of only 2.5 per cent in production to 2.1bn units, compared with 2.13m in the same period last year.

The improvement in unit value came in spite of the sales campaign launched earlier this year.

That campaign along with cost reductions in production, has bolstered the group's competitive position. Despite record demand for some models, leading to production bottlenecks, VW reduced its domestic workforce by 2.1 per cent to almost 168,000, while raising the numbers employed abroad by 7.5 per cent to nearly 92,000. Meanwhile, investment in the period went up by 5 per cent to DM3.14bn.

Foreign demand for VW models remains particularly strong, with turnover rising by almost 15 per cent to DM30.7bn, against a 7.4 per cent rise to DM17.6bn at home.

Deliveries in Europe went up by 10.4 per cent to 972,644, a new record, compared with a near static 647,580 units in Germany.

Sales in North America fell by over 21 per cent to 144,312 units. The picture in Latin America, where sales increased by 5.1 per cent to 374,302, is diverse. While unit turnover jumped by over 52 per cent in Mexico, the group continued to face problems with its strike-bound Antioquia joint venture, VW said.

Close vote likely on LWT restructuring proposals

By John Ridding in London

SHAREHOLDERS in London Weekend Television will decide today whether to accept the commercial television company's controversial proposals for a radical capital restructuring and new incentives for top management.

Mr Christopher Bland, LWT's chairman, is confident his scheme will receive the necessary 75 per cent vote. However, opposition from institutional investors means the outcome will be close.

If passed, the scheme will put in place the most radical response by a UK television contractor to the challenges of renewing its franchise when it expires in 1992. It will create a new, highly geared, company to which top management is tied by a performance-related equity stake.

Mr Bland believes the scheme is necessary to retain loyalty of top management and increase efficiency. He argues the switch from equity capital



Christopher Bland: confident his scheme will win

to debt will allow a higher annual payment for the franchise.

Mercury Asset Management, LWT's single largest investor with almost 11 per cent of the shares, is expected to support the scheme, as is Schroder Investment Management which speaks for 5.6 per cent.

However, Pearl Assurance, the most vocal critic of the scheme since it was announced in August will cast its vote, worth 5.4 per cent of the shares, against Pearl's objection concerns the high gearing involved, and whether restructuring is necessary. Similar concerns are expressed by Scottish Amicable, a smaller investor, which is expected to oppose the motion.

Much will depend on how the Prudential votes its 6.4 per cent holding. The Pru has a number of reservations including the use of an absolute measure of share price performance to determine management's rewards.

Most analysts believe the proposals will be carried. One said the prospect of a highly geared television company was less attractive given the current level of interest rates and the downturn in advertising.

Spanish oil group announces first payout

By Our Financial Staff

REPSOL, the Spanish state-controlled oil group, reported a strong increase in nine month profits and announced plans to pay its first ever dividend.

For the nine months ended September 1989, the group increased operating income from Pta70.7bn (£804m) to Pta86bn, which produced an advance to Pta51.1bn in net profits from Pta38.7bn.

Repsol is to pay an interim dividend of Pta40 a share. Shareholders will receive the payment from December 21.

The company explained most profit progress was achieved over the first six months of the year. The third quarter, it said, experienced narrower margins.

Capital investment during the nine months totalled Pta116bn, Repsol added.

Ericsson forecasts SKr3.5bn

By Robert Taylor in Stockholm

ERICSSON, the Swedish telecommunications group, recorded a 172 per cent increase in profits (before appropriations and tax) for the first nine months of 1989. They rose to SKr2.32bn (£361m) from SKr854m last year.

Sales and order bookings have improved strongly over the nine months, both increasing by 27 per cent.

Net sales rose to SKr26.1bn from SKr20.5bn and orders to SKr29.4bn from SKr23.1bn.

The company said yesterday that the continued growth in

profits during the third quarter was mainly due to higher operating income in public and radio telecommunications.

The results do not include recent big orders for the Axo system in the US.

The company believes that profit (before appropriations and tax) will rise to more than SKr3.5bn, nearly double last year's figure, which itself was 66 per cent higher than in 1987.

Chief executive Mr Bjorn Svedberg warned the company had enjoyed a successful nine months but could not relax.

"We know the competitive climate being created by continuing deregulation and the rise of monopolies will be increasingly severe," he added.

"We are continuing our efficiency improvement programmes. We have all the prerequisites to be the leading international telecommunications company and will make the most of opportunities. We will do this by continued persistent and forceful efforts in our core business areas," Mr Svedberg said.

Daimler falls to DM1.26bn

By Haig Simonian in Frankfurt

GROUP net profits at Daimler-Benz, West Germany's biggest industrial company, slipped to DM1.26bn (£844m) from DM1.28bn in the first nine months of 1989, although profits for the whole year should maintain the DM1.7bn earned in 1988, it said.

Sales for the group, which is still dominated by its passenger and truck manufacturing activities, rose by 5 per cent to DM54.8bn, and should rise by 4 per cent to more than DM76bn in 1989 overall.

In the nine months, turnover at Mercedes-Benz, Daimler's

vehicles subsidiary, went up to DM41.3bn from DM40.0bn, with sales of trucks, which reached DM17.2bn, accounting for the bulk of the increase.

Passenger car production fell to 404,788 units in the nine months, from 423,143. Domestic sales of Daimler's cars dropped by 14 per cent to 193,360 units, with demand overshadowed by continuing concern about emissions from diesel engines, which traditionally make up a substantial share of the range.

The US market also remained difficult, with a 12 per cent fall in unit sales. How-

ever, the group said it was now seeing signs of a stabilisation in US demand, leading it to predict sales of 75,000 units in the US this year.

Elsewhere in Europe, as in Japan, demand rose substantially, meaning passenger car sales for the year should remain unchanged from the 550,000 units sold in 1988.

Buoyancy in the international truck market was reflected in rises in demand in the group's main markets, although it was partly held back by capacity constraints.

Magistrate appointed in LVMH case

THE French courts have named an investigating magistrate to look into allegations of fraud filed by a minority shareholder of Louis Vuitton, the luggage maker, against Mr Henry Racamier, the company's chairman, writes George Graham in Paris.

The magistrate, Mr Laporte-Many, will investigate allegations that LVMH improperly paid FF12.4m (\$1.95m) last year in fees to a holding company controlled by the Vuitton family, which is also headed by Mr Racamier.

The suit filed by Mr Jean Sornay, an investor, also alleges Louis Vuitton improperly allowed a number of other investors, including the same family holding company, to take minority stakes in several of its foreign holdings.

Mr Racamier has dismissed the allegations as "a below stairs manoeuvre."

The decision to name an investigating magistrate, who may then decide whether or not to press charges, initiates a preliminary examination of the complaint.

French tour groups launch joint venture

By George Graham in Paris

NOUVELLES Frontières, the French tour operator which in August broke off merger talks with Club Méditerranée, has announced a new set of co-operation agreements with Groupe A, another French travel group which includes the Club Aquarius and Go Voyages chains.

The two groups will initially set up a joint venture car hire company, Liberty Rent a Car,

to operate in tourism countries such as Greece, Morocco, Spain, Tunisia and the US, buying around 6,000 cars over the next four years.

They will also form an air charter joint venture, bringing together Nouvelles Frontières's subsidiary Air Corse and Groupe A's Air Liberté.

The partners also plan to work with Groupe A's main shareholder, the GMF mutual

insurance group, and intend to sell their tours through its branches and through its FNAC book and record retailing chain.

No shareholding link is planned for the moment between Nouvelles Frontières and Groupe A.

The two, if combined, would have total turnover of around FF5.5bn (£890m), still some way behind Club Med.

Buehrmann-Tetterode expands in US

By Our Financial Staff

BUEHRMANN-TETTERODE, the Dutch packaging group, expects to expand its fledgling office supply business through the purchase of M.S. Ginn and Public Office Supply from Hillman of the US, writes Our Financial Staff.

Buehrmann said the acquisitions would expand its US market reach into the key Chicago and Washington office supply

markets. The two companies have combined sales of around \$150m and employ about 900 people.

Office supplies is targeted by Buehrmann as a key growth area, especially since the company has recently been pulling out of the sporting goods and toys distribution markets.


Buehrmann is also in talks to acquire unspecified minority

stake in three Hillman affiliated office supply distributors. Buehrmann did not disclose financial details of these negotiations or companies. It noted that Hillman's other computer and office supplies business are not part of the transactions under discussion.

Buehrmann's main business lines are in specialty papers and packaging products.

This announcement appears as a matter of record only.

16th November, 1989



CHUETSU PULP INDUSTRY CO., LTD.

U.S. \$100,000,000

3 3/4 per cent. Guaranteed Notes 1993

with

Warrants

to subscribe for shares of common stock of Chuetsu Pulp Industry Co., Ltd.

The Notes will be unconditionally and irrevocably guaranteed by

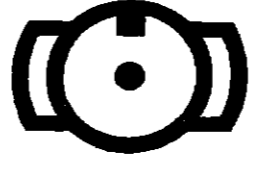
The Industrial Bank of Japan, Limited

Issue Price 100 per cent.

<p><i>Yamaichi International (Europe) Limited</i></p> <p><i>IBJ International Limited</i></p> <p><i>Nippon Credit International Limited</i></p> <p><i>Commerzbank Aktiengesellschaft</i></p> <p><i>Hokuriku Finance (H.K.) Limited</i></p> <p><i>J.P. Morgan Securities Asia Ltd.</i></p> <p><i>Nomura International</i></p> <p><i>Paribas Capital Markets Group</i></p> <p><i>Sales Bank Corporation</i> <small>Investment Banking</small></p>	<p><i>New Japan Securities Europe Limited</i></p> <p><i>Morgan Stanley International</i></p> <p><i>Barclays de Zoete Wedd Limited</i></p> <p><i>Goldman Sachs International Limited</i></p> <p><i>Kuwait Foreign Trading Contracting & Investment Co. (S.A.K.)</i></p> <p><i>The Nikko Securities Co., (Europe) Ltd.</i></p> <p><i>Norinchukin International Limited</i></p> <p><i>Svenska Handelsbanken Group</i></p> <p><i>S.G. Warburg Securities</i></p>
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16th November, 1989



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U.S. \$200,000,000

4 per cent. Notes due 1994

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Warrants

to subscribe for shares of common stock of Diesel Kiki Co., Ltd.

Issue Price 100 per cent.

<p><i>Yamaichi International (Europe) Limited</i></p> <p><i>Daiwa Europe Limited</i></p> <p><i>DKB International Limited</i></p> <p><i>Nomura International</i></p> <p><i>Banque Bruxelles Lambert S.A.</i></p> <p><i>Bayerische Vereinsbank Aktiengesellschaft</i></p> <p><i>Credit Suisse First Boston Limited</i></p> <p><i>Goldman Sachs International Limited</i></p> <p><i>KOKUSAI Europe Limited</i></p> <p><i>J.P. Morgan Securities Asia Ltd.</i></p> <p><i>New Japan Securities Europe Limited</i></p> <p><i>Okasan International (Europe) Limited</i></p> <p><i>Salomon Brothers International Limited</i></p> <p><i>J. Henry Schroder Wagg & Co. Limited</i></p> <p><i>Taiheyo Europe Limited</i></p> <p><i>Wako International (Europe) Limited</i></p>	<p><i>IBJ International Limited</i></p> <p><i>Mitsubishi Trust International Limited</i></p> <p><i>Bank of Tokyo Capital Markets Group</i></p> <p><i>Baring Brothers & Co., Limited</i></p> <p><i>Citicorp Investment Bank Limited</i></p> <p><i>Deutsche Bank Capital Markets Limited</i></p> <p><i>Kleinwort Benson Limited</i></p> <p><i>Kyowa Finance International Limited</i></p> <p><i>Morgan Stanley International</i></p> <p><i>Nippon Kangyo Kakumaru (Europe) Limited</i></p> <p><i>Saitama Finance International Limited</i></p> <p><i>Sanwa International Limited</i></p> <p><i>Société Générale</i></p> <p><i>Taiyo Kobe International Limited</i></p> <p><i>S.G. Warburg Securities</i></p>
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NEW ISSUE

This announcement appears as a matter of record only.

November, 1989



HEIWADO CO., LTD.

U.S.\$100,000,000

3 3/8 per cent. Bonds 1993

with Warrants

to subscribe for shares of common stock of Heiwado Co., Ltd.

ISSUE PRICE 100 PER CENT.

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This announcement appears as a matter of record only



M.I.M. Holdings Limited

U.S.\$115,000,000

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Bank of Tokyo Australia Ltd.

- Chuo Trust and Banking Company, Limited, The Daiwa Bank Limited, IBJ Australia Bank Limited, Mitsubishi Trust Australia Limited, The Nippon Credit Bank, Ltd., The Sanwa Bank Limited, Hoeng Kong Branch, The Yasuda Trust and Banking Company, Limited, Singapore Branch, The Bank of Fukuoka, Ltd., Hoeng Kong Branch, The Hiroshima Bank, Ltd., The Hokuriku Bank, Ltd., Kyowa Finance Australia Limited, The Saitama Bank, Ltd., Toyo Trust Australia Limited

July 1989



Federal National Mortgage Association

¥7,000,000,000

Floating Rate Japanese Yen Debentures

Notice is hereby given that the rate of interest from November 17, 1989 through and including May 16, 1990 is 8.08% per annum.

By The Chase Manhattan Bank, N.A. London, Fiscal Agent

BRITANNIA BUILDING SOCIETY

£125,000,000 Floating Rate Notes 1995

In accordance with the terms and conditions of the Notes, notice is hereby given that for the three months interest period from (and including) 15th November, 1989 to (but excluding) 15th February, 1990, the Notes will carry a rate of interest of 15.125 per cent. per annum.

Hambro Bank Limited Agent Bank

FLASH LIMITED SERIES F U.S. \$30,000,000 Secured Floating Rate Notes Due 1993

In accordance with the conditions of the notes, notice is hereby given that for the three-month period 17th November 1989 to 20th February 1990 (95 days) the notes will carry an interest rate of 8.65% p.a.

THE SANWA BANK LIMITED Agent Bank

£9,000,000 HMC MORTGAGE NOTES 4 PLC

For the interest period from November 15, 1989 to February 15, 1990 the Note Rate has been determined at 15.90% per annum.

By The Chase Manhattan Bank, N.A. London, Agent Bank

£150,000,000 HMC MORTGAGE NOTES 4 PLC

For the interest period from November 15, 1989 to February 15, 1990 the Note Rate has been determined at 15.90% per annum.

By The Chase Manhattan Bank, N.A. London, Agent Bank

WORLD ADVERTISING

The Financial Times proposes to publish this survey on: 4th December 1989

For a full editorial synopsis and advertisement details, please contact: NEVILLE WOODCOCK on 01-873 3365

Philadelphia SE modifies cash-index products

By Deborah Hargreaves

THE PHILADELPHIA Stock Exchange has modified its cash-index participation products in the hope that they will be classed as stock products following a court ruling that halted trading in the exchange's previous contracts.

The court ruling that banned the PHILX from trading its original index participations this summer removed jurisdiction of the products from the Securities and Exchange Commission, classing them as futures contracts and placing them under the authority of the Commodity Futures Trading Commission.

Index participations that were developed as a response to the stock market crash in October 1987, represent trading in baskets of shares. The PHILX has changed provisions for cashing in the contracts, basing the "cash-out" price on the market's opening price on the day of the refund instead of the closing price.

Mr. Giordano said the changes were looking to the Securities and Exchange Commission to take an appeal on the ruling to the US Supreme Court. The SEC should make a decision before the end of the year.

The PHILX has the option of trading its index participations as futures contracts on its Board of Trade subsidiary which is regulated by the CFTC. However, Mr. Giordano says the index participations are aimed at individual investors who would have little access to them if they were traded as commodities products.

Hylsa makes sharp cut in foreign debt

By Richard Johns in Mexico City

HYLSA, the steel-producing affiliate of the Mexican conglomerate Grupo Alfa, has sharply reduced its foreign debt under a refinancing and prepayment package.

Debt fell from \$574m in April 1988 to \$151m at the end of last month. The reduction was achieved mainly by buying back \$280m in the secondary market at a 60 per cent discount at a cost of \$112m, said Mr. Ernesto Ortiz Lamberton, Hylsa's finance director.

The balance was reduced at close to face value at a cost of \$118m under an agreement arranged by J.P. Morgan and concluded with creditor banks in New York late last month. The refinancing and prepayment follows a debt restructuring last year under which 21 per cent of Hylsa's capital was sold to creditors following a debt write-down from \$1.2bn to \$574m.

"In total, Hylsa spent some \$440m pesos, or in terms of dollars some \$237m, to cover liabilities of \$400m, which implies an overall discount of 42 per cent," Mr. Ortiz said. Debt had been halved from 40 per cent to 20 per cent of Hylsa's capital, he added. The reduction will increase Hylsa's freedom to raise money for expansion and modernisation.

India launches private sector venture fund

By R C Murthy in Bombay

INDIA'S first private sector venture capital company, Credit Capital Venture Fund (C), has been launched in Bombay with Rs100m (\$5.9m) capital. The venture capital fund was promoted by Credit Capital Finance Corporation, in which Lazard Brothers of the UK has a 26 per cent stake.

Development Capital Group, a Lazard subsidiary, will provide technical support. Mr. M. Narasimham, chairman of CVF, said the fund will meet the risk capital needs of western and northern India. Three state-owned venture funds - two in south India and the other at Ahmedabad in the western state of Gujarat - have been in operation for a couple of years.

Commonwealth Development Corporation of the UK and the Asian Development Bank have taken equity of Rs15m each, while Credit Capital Finance, the main promoter, Rs20m and Bank of India, a state-owned commercial bank Rs21m.

Treasuries post modest losses at mid-session

By Janet Bush in New York and Rachel Johnson in London

US TREASURIES responded negatively to yesterday's trade figures for September and posted modest losses at mid-session. The benchmark long bond was quoted 1/8 point lower for a yield of 7.88 per cent.

The Commerce Department reported a merchandise trade deficit in September of \$7.94bn, the lowest monthly shortfall since December, 1984. August's deficit of \$10.8bn was revised down to \$10.1bn.

The substantial narrowing in the deficit in September was due to a 1.9 per cent increase in exports and a 3.9 per cent decline in imports.

The bond market chose to concentrate on the rise in exports which suggests that exporters are continuing to lend some support to the manufacturing sector of the economy. Exports in August were revised higher by \$200m.

Bond traders appeared not to take as much notice of the fall in imports which could be interpreted as showing that demand is weakening.

The dollar was boosted by the trade news but the US Federal Reserve was reported to have been attempting to stop the US currency rising above the current range for about 8 1/2 per cent on the first day of the new statement fortnight, but then slipped to 8 1/2 per cent.

The debate is a fairly arcane one about whether the bottom end of the Fed's target range is 8 1/2 per cent or 8 per cent.

BENCHMARK GOVERNMENT BONDS

Table with columns: Coupon, Bid, Offer, Price, Change, Yield, Week Ago, Month Ago. Rows include UK Gilts, US Treasury, Japan, Germany, France, Canada, Netherlands, Australia.

London closing, denotes New York morning session. Yields: Local market standard. Prices: US, UK in 32nds., others in decimal.

Technical Data/ATLAS Price Source

Some bond market analysts said the modest price drops yesterday morning had only a modest amount to do with the trade release. Prices had been trading towards the top end of their current range for about a week and looked vulnerable to minor profit-taking.

UK GOVERNMENT bonds fell almost 1/2 percentage point yesterday in disappointment at the latest economic data. Traders also reported "a couple of big sellers" which helped explain falls.

Although unemployment continued to drop, the evidence of a slowdown in the economy from retail and industrial production figures seemed to hit home for the first time, even though Wednesday's Autumn Statement had given giltstraps ample reason to move down the day before.

But yesterday's rises in both underlying earnings and unit costs were a particular cause of concern. The negative impact was most marked for stocks with about 10-year maturities. A benchmark Treasury stock, the 9 per cent due 2008, fell by 13 ticks to yield 9.78 per cent. At the shorter end, bonds fell by five to eight ticks. The 13.5 per cent 1992 bond fell 1/4 to a price of 104.09.

FT INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market.

Table with columns: Issue, Bid, Offer, Day, Week, Yield. Rows include US Dollar, Yen, Swiss Franc, Deutsche Mark, etc.

Closing prices on November 16

Table with columns: Issue, Bid, Offer, Day, Week, Yield. Rows include US Dollar, Yen, Swiss Franc, Deutsche Mark, etc.

Average price change: On day +0%, on week -0%

FLLOATING RATE

Table with columns: Issue, Bid, Offer, Day, Week, Yield. Rows include various floating rate notes.

Average price change: On day 0%, on week 0.00

CONVERTIBLE

Table with columns: Issue, Bid, Offer, Day, Week, Yield. Rows include convertible bonds.

Average price change: On day 0%, on week 0.00

Only one market dealer supplied a price

Straight Bonds: The yield is the yield to redemption of the mid-price. The amount listed is in millions of currency units except for the UK.

Conversion: Conversion shows in minimum. C. rate - that term coupon becomes effective. Surrender - Surrender shows the amount of cash received on redemption.

Convertible Bonds: Denominated in dollars unless otherwise indicated. Day - Change on day. Cur. rate - First date of conversion into currency of share at conversion rate fixed at issue. From - Percentage premium of the convertible price of the share. Price - Price of the share over the most recent price of the share.

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INTERNATIONAL CAPITAL MARKETS

Merrill issue faces sticky passage

By Andrew Freeman

THE FIXED-PRICE method of syndicating new Eurobond issues faces its fiercest test this morning when Merrill Lynch plans to price and launch a \$600m five-year deal for General Motors Acceptance Corporation (GMAC).

INTERNATIONAL BONDS

morning with Merrill standing out as the only co-manager (among them Nomura, Paribas, Salomon Brothers, UBS Phillips & Drew, Morgan Stanley and Bankers Trust) to launch a spread over US Treasury securities of between 80 and 85 basis points.

By late afternoon, it appeared to be a case of one man's reeling from comments that there was minimal demand from an investor base which thought the spread would only widen after launch.

Merrill hotly denied suggestions that the deal was in jeopardy and said there had been no complaints from the syndicate about the likely spread of 85 basis points. An official said substantial sales had been made to institutional investors and that Merrill was confident the issue would be a success.

NEW INTERNATIONAL BOND ISSUES

Table listing bond issues: Canadian Dollars, Australian Dollars, Swiss Francs, Yen. Columns include Issuer, Amount, Coupon, Price, Maturity, Fees, Book number.

generous. Fees were 25 basis points. This is the first time price negotiations have proved sticky on a fixed-price Eurobond deal.

Elsewhere, Wood Gundy brought a \$100m two-year issue for Canadian Imperial Bank of Commerce. The bonds carried an 11% per cent coupon and were priced at 101.65 to offer investors a yield of 6.5 basis points over Canadian government bonds.

In such circumstances, the fixed-price structure might prove a handicap. Traders said yesterday that a smaller traditional deal, with the indicated spread at less than 85 basis points, would have been more likely to succeed. But the fixed-price method means that any extra funds are seen to come from the borrower which has to pay more for the privilege of tapping the market.

GMAC did a roadshow for European investors two weeks ago to lay the ground for yesterday's deal. It is one of the most frequent corporate borrowers on the Euromarkets, and a name well known to investors, but this is its first experiment with a syndication method so far used mainly by sovereign borrowers.

In Germany yesterday, prices of supranational issues had a steady morning, but fell away in the afternoon, losing 15-20 pfennigs as the bond futures contract gave ground. The European Investment Bank 10-year 7 1/2% per cent deal launched on Wednesday was quoted at 99.85 bid in the morning, but closed around 99.85 bid, inside full fees of 1 1/4 per cent.

In Switzerland, Swiss Bank Corporation won a competitive mandate for an 11-year SFR125m fixed-rate deal for Electricité de France. The bonds carried a 6 1/2% per cent coupon and were trading at less than 1% bid, inside fees to co-managers. SBC said over half the deal was quickly placed.

The Aegon SFR75m deal improved in the grey market from less than 1% bid to less than 1/4% bid as demand picked up and short positions were covered. Merrill Lynch issued the latest of a series of variable-rate note (VRN) issues for National Westminster Bank. The VRN structure qualifies as upper tier 2 capital under international adequacy rules. The £300m deal offered an initial coupon of 1/4% over Libor.

The World Bank said it intends to pre-pay its outstanding 99-year Canadian dollar floating rate loan on January 1 next year. C\$300m will be repaid at par.

The Heritable and General Investment Bank has signed a \$70m revolving credit provided by a group of 20 banks, and arranged by Hill Samuels. The credit, with a maturity of almost four years, refinances an existing credit line and increases the committed funds available to the bank to allow it to increase its banking and mortgage-lending business.

Polycap International, the diversified UK manufacturing and trading group, arranged a \$35m cash facility through a syndicate of 10 banks led by Commonwealth Bank of Australia and United Bank of London.

Commodity managers caution that farmland is more volatile than business real estate. In the short run, prices can drop sharply, and there are significant differences among the regions. Farming investment funds correspondingly require capital to be tied up for about 12 years or more.

This is not unique to farmers. What is true of a Californian valley will not be true of the Appalachian Mountains, says Mr Oliver Walston, a

Government probe into futures fraud on the Chicago exchanges. The CFTC's report, which is due out today, is expected not to bear out the assertion by US futures exchanges that dual trading is important in providing liquidity and low-cost order execution.

Government probe into futures fraud on the Chicago exchanges. A market reform bill under consideration by the US Congress would have dual trading until exchanges can improve their audit trails for tracking trading activity. The Chicago Mercantile Exchange has said it will restrict the practice until it can tighten its oversight.

The CFTC rule could go further in a plan to restrict dual trading with regard to exchange audit trails. The proposal, expected to be issued by the agency in the next couple of weeks, is likely to cause much consternation among Chicago's futures community.

Government probe into futures fraud on the Chicago exchanges. The CFTC's report, which is due out today, is expected not to bear out the assertion by US futures exchanges that dual trading is important in providing liquidity and low-cost order execution.

Investors sow seeds in US fields

American farming's lean years are over, writes Rachel Johnson

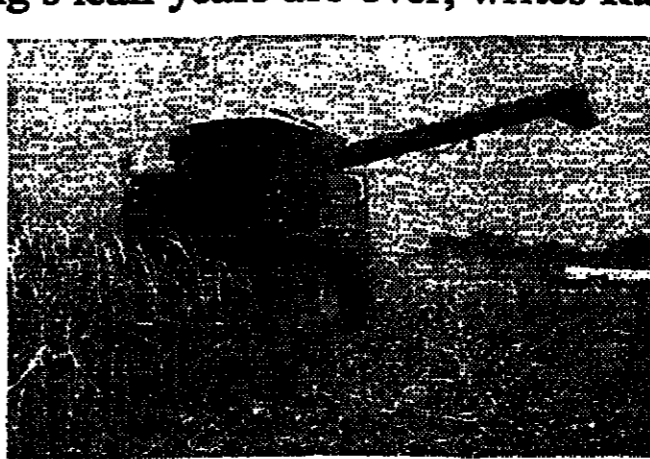
Foreign investors are buying into American agriculture. They now own 1 per cent - or 12.5m acres - of farmland in the US and are trusting that US farming's lean years spanning 1983 to 1987 are now over.

Even if they are not, there is evidence to show US farmland is a better long-term investment than business real estate. Measured from 1960 to 1988, farmland's annual total returns have outperformed the Standard and Poor's 500 index and long-term corporate bonds, according to research by Ibbotson Associates, a Chicago-based statistical analysis company.

Over long periods, farmland thus appears competitive with other assets, but there are two important caveats. Ibbotson's figure of a compound yield of 9.67 per cent, fund managers stress, is not based on data of transactions, but on "historical appraisal."

Although such appraisals are based on conservative estimates, they cannot rival transactional data for accuracy. The yield on US farmland today - worked out on the income generated by the farm and, to a greater extent, on capital gains made - is only 6 to 7 per cent. This is below present yields on government bonds.

Second, managers caution that farmland is more volatile than business real estate. In the short run, prices can drop sharply, and there are significant differences among the regions. Farming investment funds correspondingly require capital to be tied up for about 12 years or more.



US farmland outperforms long-term corporate bonds

farmer and broadcaster based in Cambridgehire in the UK. "Farmland is volatile, and the US is diverse. It's been moving up steadily, but unacceptably slowly," he adds - echoing Morgan Stanley's advice to "buy a farm, and get rich slowly but more surely."

Still, farmland comes with a buy recommendation from such institutions as Morgan Stanley and Prudential Bache. The message is to buy quickly, because land prices, already 50 to 25 per cent above their lows, are expected to rise further.

This is because American farmland has become more and more productive. "Agricultural prices are unique in that they march in step with agricultural prosperity," says Mr Walston.

subsidies should be phased out in 10 years. The biggest factor in the 30 per cent decline in values in 1983-1987 was the sharp drop in net farm income from \$34bn in 1978 to \$18m in 1983, according to the US Department of Agriculture. The biggest factor in their recovery, according to Mr Paul Greatbatch, US equity salesman at Prudential Bache, was the agricultural subsidies in the 1980s which enabled farmers to liquidate their debts.

The attractions of farmland investment are stated clearly by Mr David Gill, trustee director of the Batteryfarm Boston-based investment adviser, which has a farmland investment arm. Batteryfarm Agriinvest, in Connecticut. Farmland provides a hedge against inflation, a diversified portfolio of properties by fund and crop. Investment fund managers in France (Credit Agricole), the US (Prudential Life) have already perceived these attractions.

Batteryfarm Agriinvest, however, is probably the biggest, currently managing 67 farms and \$320m of funds. It also

launched a 12-year farm fund last month, with a target size of \$250m, which is due to close at the end of the year.

"Real estate is unlimited. Farmland is a commodity with a finite supply," says Mr Gill. Batteryfarm Agriinvest buys prime land, often adjacent to existing farms, for farmers to cultivate. The farmers pay a minimum or performance-related rent, observe company guidelines about the use of chemicals and intensive farming, and often manage economies of scale because of their expanded farms.

It manages farms from a discreet distance, and relies on prime land and effective management for its returns. The fund cannot interfere too much, otherwise the Department of Labor would complain that the investor was "in the business of farming" and should lose tax concessions as a result.

According to Mr Gill, "equity gives a better return than debt, and farmland is the same as equity." For Mr Walston's money, American farmland is a good investment because the agricultural recovery is due to continue for several more years at least.

The prospect of subsidies vanishing will not disturb the US farmer, says Mr Greatbatch. If it comes to survival of the fittest, the US farmer, big or small, will survive as long as he is not highly geared. Agricultural recovery aside, the investor should not count his chickens until two public policy issues are resolved. Mr Marvin Duncan, head of the Farm Credit Administration, says there are controlling volatility, interest and exchange rates, and creating a freer trade environment. If these are settled, US farmland would look even better.

Commodity futures body plans to ban dual trading

By Deborah Hargreaves

The Commodity Futures Trading Commission has said it will curb ban dual trading of most busy futures contracts. Dual trading is the well-established practice whereby brokers trade for their own and for customer accounts at the same time. It has been a controversial subject after the US

Government probe into futures fraud on the Chicago exchanges. The CFTC's report, which is due out today, is expected not to bear out the assertion by US futures exchanges that dual trading is important in providing liquidity and low-cost order execution.

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LONDON MARKET STATISTICS

RISES AND FALLS YESTERDAY

Table showing rises and falls in various market indices like British Funds, Corporations, Industrials, etc.

LONDON RECENT ISSUES

Table listing recent issues: Equities, Fixed Interest Stocks, Rights Offers, Traditional Options.

LONDON TRADED OPTIONS

Large table showing London traded options for various companies and indices, including call and put prices.

FT-ACTUARIES SHARE INDICES

These indices are the joint compilation of the Financial Times, the Institute of Actuaries and the Faculty of Actuaries

EQUITY GROUPS & SUB-SECTIONS

Table showing equity groups and sub-sections with various statistics like index, change, etc.

FIXED INTEREST

Table showing fixed interest rates and yields for different terms.

Financial Times, the Institute of Actuaries and the Faculty of Actuaries

UK COMPANY NEWS

Second quarter results benefit from freeze in pension contributions British Telecom advances by 6%

By John Riddling

A FREEZE in pension contributions boosted second quarter profits at British Telecom, lifting pre-tax profits for the first half of the year from £1.24bn to £1.31bn, an increase of 6 per cent.

Analysts had forecast that the three months to the end of September would show little improvement over the £623m achieved last time because of higher interest charges and staff costs.

But a £46m fall in payments to the group's pension funds meant that the pre-tax figure rose to £678m (£629m). The shares rose 5.5p to close at 267p.

The National Communications Union, the biggest union at BT, reacted angrily to the freeze in the employer's contribution to the pension fund.

It said that the decision was taken without consultation with the company's four unions and that the fund surplus should be used to the benefit of the schemes' members rather than to boost profits.

Mr Graeme Odgers, group managing director, said that it had been a "pretty satisfactory half year under the circumstances."

He said that the company had expected it to be a more difficult period because price increases could not be implemented until September and economic growth was slowing.

Turnover for the first half increased from £5.41bn to £5.95bn, with £3.03bn coming in the second quarter.

The half as a whole saw a 10 per cent increase in inland call volumes and a 12 per cent increase in international calls.

Mr Odgers said that "we don't want the pension bonus to obscure the gains in labour productivity" which increased by about 7 per cent during the period.

Staff numbers remained constant, but a fall of about 1,000 out of the 200,000 core employees is expected by the year end. Overtime reductions were said to have had a "significant effect" on labour costs.

Overall, however, staff costs in the second quarter increased from £979m to £1.04bn. Part of the reason was the 9 per cent wage agreement which covers the bulk of the workforce and which came into effect in July.

Interest costs climbed sharply in the half year from £162m to £220m. This largely reflected the higher borrowings needed to finance its investment in McCaw Cellular Communications.

Capital expenditure amounted to £1.52bn (£1.34bn) in the half year and was principally used on digital exchanges, cables, cellular and other transmission equipment.

The full year total is expected to be in excess of the £3bn spent last year.

Earnings per share in the second quarter increased from 6.7p to 7.4p and from 13.2p to 14.2p for the half year. The interim dividend is raised from 4.25p to 4.65p.

Guernsey Press bid terms revised

By Jane Fuller

GUTTON, publisher of the Jersey Evening Post, has decided to offer some cash to try to tempt shareholders in Guernsey Press, publisher of that island's evening newspaper, to accept its hostile bid.

The target's shareholders can now opt to receive 25 per cent of the offer - which is 102-for-100 on an all-share basis - in cash. The offer value is £18m. The other value is Guernsey Press at about £18m.

Both companies' shares have gone up in price since the bid was launched on October 11 - Gutton's to 265p and Guernsey's to 240p. In a bid to tempt shareholders, the offer is now on a matched bargain basis.

Gutton's partial cash alternative is being financed by an issue of up to 5.5m shares, underwritten at 230p. The revised offer has been made after a tiny increase in acceptances between the first and second closing dates. By November 15 it owned or had received acceptances for 4.9 per cent. The next closing date is November 23.

Mr Frank Walker, Gutton's managing director, reiterated that a "merger" of the two companies had commercial logic. He estimated that the benefits of such a move would deliver an extra £750,000 a year in profit.

Mr Evans said that there was a 3.4 to 3.5 per cent growth in the underlying business, although actual gas sales were hit during the period by the warm weather. Turnover from gas sales rose by 1.4 per cent, with the weather offsetting effects of the increase in tariff prices.

In the industrial market, income fell by 5.5 per cent and sales volume by 1.9 per cent because of the effects of price schedules introduced in compliance with government decisions. British Gas was still estimating a full year loss in profits of £75m, within the range of £60m to £90m, because of the new schedules.

Activities in the oil exploration and production area, where the company has been making significant acquisitions, turned in a profit of £26m in the half year, after losing £8m in the same period last year.

Sales rose from £2.64bn to £2.75bn in the half year. The loss per share was unchanged at 2.7p.

MS International, through its Hughes Precision Engineering subsidiary, has acquired from Huered the assets and undertaking of the bar turning business of Sibley Engineering, for a maximum of £250,000 in cash.

The bar turning business, which makes specialist precision components principally supplied to the automotive industry, had a turnover of £1.95m in 1988.

GEC/Plessey GEC and Siemens have acquired a further 7.55m ordinary shares (1.001 per cent) in Plessey bringing their total holding to 741.63m shares (97.968 per cent).

Superstore deal done as the 'fundamentals are slotting in'

Paul Cheeseright on Berish Berger's latest buy

MR BERISH BERGER yesterday pulled back the curtains of discretion and emerged as the buyer in one of the largest retail property transactions seen on the British market, paying £140m for 17 Tesco stores and leasing them back again.

It was the biggest deal Land & Property Trust, his own company, has done and moved it into a different league. It raised the value of its portfolio from a little more than £300m to about £440m and gave it a wider geographical base.

Retail superstores have been a relatively neglected area of property investment and that is what attracted Mr Berger. He has tried to anticipate the market before, starting with industrial property investment in the early 1980s.

Now, as he put it, "the fundamentals are slotting in" for superstores. Land and construction costs have risen to the extent that it would be impossible to start from scratch and build them for less than he is buying them. The stores themselves are attracting higher levels of trade, if they are well-sited, and the investing institutions are just beginning to interest themselves in the sector.

Both Tesco and Mr Berger are tight-lipped about the details of the transaction, but Mr Berger appears to have bought the stores on a yield slightly higher than eight per cent, which will increase after the first rent review.

In effect, he won a quiet and private auction for the portfolio of stores. Healey and Baker, the surveyors acting for Tesco, tentatively sounded out a number of potential buyers and Mr Berger came top of the pile.

The privacy of the auction is very much in the style of Mr Berger and the older generations of his family, whose window on the public world is the quoted Palmerston Holdings, and who have built up what is assumed to be a massive portfolio of residential property, to be worth more than £1bn.

Mr Berger set out on his own. His interests are commercial property. He began by doing deals in the £500,000-£2m class ten years ago coming into the public eye in 1986 when, with Mr David Garrard, he bought Land Investors for £74m, signalling the departure of one of the 1980s class of entrepreneurs, Mr Jack Rose. Mr Berger then bought out Mr Garrard.

Now Land & Property Trust has a portfolio based on central London and, until yesterday, consisting largely of offices. He tried to win control of London Shop, with its extensive holdings of secondary property, last January, but was outbid by Peel Holdings. The Tesco deal is a substitute, but in Mr Berger's view rather better.

"It's simpler, higher yielding. More importantly, secondary shops have had a history of growth. This one doesn't have that - we're looking forward to a period of growth."

Retail property is not exactly top of the investors' charts at the moment but there is a constant factor underpinning the stores of Tesco and its competitors: people have to eat.

Mr Evans said that there was a 3.4 to 3.5 per cent growth in the underlying business, although actual gas sales were hit during the period by the warm weather. Turnover from gas sales rose by 1.4 per cent, with the weather offsetting effects of the increase in tariff prices.

In the industrial market, income fell by 5.5 per cent and sales volume by 1.9 per cent because of the effects of price schedules introduced in compliance with government decisions. British Gas was still estimating a full year loss in profits of £75m, within the range of £60m to £90m, because of the new schedules.

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GEC/Plessey GEC and Siemens have acquired a further 7.55m ordinary shares (1.001 per cent) in Plessey bringing their total holding to 741.63m shares (97.968 per cent).

Outside the confines of the increasingly competitive domestic market, there are plans to expand into Northern Ireland, where Goodbody has no presence to date, as well as into the UK.

Goodbody, which has a staff of 120 people, said it had built a roughly 25 per cent share of both the Irish gilt-edged securities market and the domestic equity market.

Allied Irish Securities, a home-grown securities business set up two years ago by the bank, is a considerably more modest operation.

On Wednesday Allied Irish announced a 39 per cent increase in interim profits to £110m (£100m) pre-tax in the six months to September 30.

Mr Robert Smith, chairman and joint managing director, said that the market for fire-protection systems was buoyant and that the company had an order book worth £11m.

The company forecasts pre-tax profits for the year ending February 28 1990 of not less than £1.6m compared with £691,000 for the previous year.

The prospective p/e at the placing price is 9 and the notional dividend yield for the year to February 28 is 5.2 per cent.

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British Gas lifts interim payout by 16.4%

By Steven Butler

BRITISH GAS yesterday announced a surprise increase in its interim dividend, lifting the half-year payment by 16.4 per cent to 3.2p. The news prompted a 7p rise in the company's shares to 211.5p.

Mr Robert Evans, chairman, said the basic dividend policy, which is based on current cost profits while ignoring unusual events in single years, was unchanged, but that the company had decided it could afford a higher level of payout.

British Gas intends to increase the payout ratio over the next few years, although Mr Evans refused to be drawn on specific ratios or targets the company had in mind.

Mr Allan Sturcliffe, finance director, said that after two years of uncertainty caused by the privatisation and the monopolies investigation into the company, it now had a better chance to address its dividend policy.

Losses attributable to shareholders in the half year to October 1, on a current cost basis which eliminate the effect of inventory losses and gains, were £118m compared to £113m last year. On a historical cost basis, there was a small profit of £2m compared to £23m last year.



Robert Evans: company had decided it could afford a higher level of payout

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Baris set for USM debut with a £10m price tag

By Vanessa Houlder and Peter Berlin

BARIS HOLDINGS, a supplier of specialist services to the construction industry, is joining the Unlisted Securities Market via a placing that values it at £10.1m.

County NatWest is placing 2.6m shares at 145p each. Dealings are expected to start on November 23.

Baris designs, supplies and installs passive fire-protection, dry lining, fire barrier and thermal insulation systems for the construction industry.

Baris carried out projects including Broadgate, the Imperial War Museum and the new terminal at Stansted Airport.

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THORN EMI FIRST HALF PROFITS REACH £108M

— over £100m for the first time

Pre-Tax Profit up 11.6% to £108.1m

Earnings per Share increased by 13.3% to 23.0p

Interim Dividend increased by 13.3% to 8.5p

- MUSIC — excellent organic growth: Music Publishing integration well advanced with results ahead of expectation: further substantial improvement achieved in North American recorded music.
- LIGHTING — progress achieved — profit would have been higher but for restructuring UK distribution and integration of Australian acquisition.
- RENTAL and RETAIL — increased profits from Rent-A-Center and International Rentals: overall performance constrained by tough UK brown goods market.
- SECURITY, SOFTWARE, and HMV — developing businesses invest to advance their international position in line with THORN EMI strategy.
- ELECTRONICS — profits up, with increased order book: important new contracts.

In his Interim Statement to Shareholders, for the half year to 30 September, 1989, Colin Southgate, Chairman and Chief Executive, comments:

"I am pleased to report record first half year results by your Company. Overall, THORN EMI continued to move ahead in the first half, despite some demanding market conditions. We completed the sale of the Meters and Kenwood businesses at attractive prices. The resilience of our major businesses and the excellent contribution from key acquisitions are encouraging."

Strategy of International Development Continues

For the first time, international profit exceeded the UK contribution and indeed represented more than 60% of the total. These features of the Group's performance underpin confidence in our ability to continue to make progress in an uncertain economic environment.

Robust Financial Position

Recent acquisitions and the higher prevailing interest rates have led to an increase in interest charges, but the Group's financial position remains robust. The proportion of profits required to service our borrowings remains modest, while the Group's strong cash-generative capacity provides security and flexibility.

These factors, together with the satisfactory first half results, give me confidence that THORN EMI will continue to make progress in the current financial year."

THORN EMI

THORN EMI plc, 4 Tenterden Street, Hanover Square, London W1A 2AY.

UK COMPANY NEWS

Tough trading holds Burton rise to 5.7%

By Maggie Urry

TOUGH RETAIL trading conditions held annual pre-tax profits at Sir Ralph Halpern's Burton Group to £223.8m, a gain of 5.7 per cent over the year to September 2. The shares fell 4p to 185p.

Sir Ralph, once the top paid British executive, saw his salary cut for the second year running. It fell by £97,000 to £299,000. His salary would have been even lower, according to the formula based on relative earnings per share growth, but for a one-off discretionary payment awarded by the group's non-executive directors.

Sir Ralph said he thought the figures were particularly good in the circumstances of slowing consumer spending growth. The group increased its share of the clothing market from 11.2 per cent to 12.2 per cent by aggressive promotions. However, he warned that 1990 was likely to be an even tougher year and that "we will get worse before it gets better".

Sales rose by 14.4 per cent to £1.82bn and trading profits by some 7 per cent to £244.8m, reflecting the policy of boosting volume rather than margins. The interest bill was £24.2m (£19.1m) after capitalising interest of £23m (£23.5m). The group does not provide for any extra interest which may become payable on its convertible bond. Excluding "other income" pre-tax profits rose only 5 per cent to £250.6m in 52 weeks compared with a 53 week period.

After a slightly lower tax rate, fully diluted earnings per share rose 5 per cent to 24.7p. A final dividend of 8.4p is proposed to give a total of 33.2p (34.4p) a rise of 9.5 per cent. The retail division, including Debenhams department stores



Sir Ralph Halpern: figures good in the circumstances

and eight multiple fashion businesses, saw sales rise by 10 per cent to £1.65bn. This reflected a 5 per cent increase in retail space, a 5 per cent volume rise in existing stores, and no price inflation. Retail trading profits were 1.8 per cent up at £184m.

Financial services, the store card operation, increased trading profits marginally to £24.8m. Property development profits rose 83 per cent to £26m.

Mr Gary O'Brien, deputy finance director, said year end debt was £346m, giving gearing of 47 per cent. If the Companies Bill goes through, he said, the

Reorganisation restricts advance at 600 Group

By Peter Berlin

THE EFFECTS of reorganising one of its largest subsidiaries kept profits at 600 Group stagnant at \$4.2m in the six months to September 30.

The marginal advance from \$4.2m for the machine tools, lasers and optics maker and distributor came on turnover of \$77m (\$68m).

The subsidiary, Colchester Lathe Company, which originally occupied three factories was consolidated on one site. The workforce was cut, new equipment installed and land freed for sale.

Mr Brian Carter, managing director, said the cost of the production of a new line of lathes for several months. He said that there had been testing troubles with the new line but that the response from customers had been good and Colchester Lathe had a full order book for six months.

Profits included \$650,000 from property sales. It also took a \$766,000 charge below the line made up largely of the cost of winding down its turnkey operations in the Middle East, including its politically controversial operation in Iraq.

The interim dividend is maintained at 2.46p, payable from earnings of 5.5p (5p).

COMMENT

The reorganisation at Colchester means 600 Group's latest figures present a somewhat blurred image of performance. The City trimmed full-year profit forecasts by £500,000 or so to just over £11m which means it still expects the second half to come up to previous expectations. The picture is further clouded by uncertainties over the pound and the direction of the UK economy.

The domestic machine tool sector is holding up surprisingly well, whether this can continue is another matter. However, any fall in sterling will provide the company, 60 per cent of whose orders go abroad, with a boost, easily offsetting the damage to its five trading divisions, led by Sykes which imports machine tools from West Germany and Japan. This uncertainty is reflected in the unchanged dividend leaving the historic yield unchanged at 7.3 in what is traditionally a yield stock. The share price fell 3p to 110p which means, assuming profits of £11.2m, a p/e ratio of 7.8.

Fobel confirms poor half year with £0.59m deficit

AS EXPECTED when last year's final results were announced, Fobel International, the electronics and machinery manufacturer, reported a loss for the six months to June 30.

Mr Alan Leboff, chairman, said the problems of the previous year had carried over, but he thought that the UK subsidiaries should be trading profitably by the year-end.

On turnover lower at £10.1m (£12.25m) the company, which

has interests in electrical and DIY goods, plastic moulding, dairy machinery and door manufacturing as well as electronic products, reported pre-tax losses of £582,000 (profits £568,000). Turnover for the Canadian associate was C\$94.99m (\$46m), against C\$71.52m.

The loss per share was 4.04p (2.8p earnings). There is no interim dividend but the chairman hopes to be able to pay a final.

DIVIDENDS ANNOUNCED

Company	Current payment	Date of payment	Corresponding dividend	Total pending for year	Total last year
Bank of Ireland	4p	Dec 15	8p	8p	8.37p
Benson	0.7	Jan 2	0.7	0.7	0.7
British Gas	3.2	Mar 28	2.75	-	9
British Steel	2.75	Jan 16	-	-	5
British Telecom	4.85	Feb 12	4.25	-	10.5
Burton	6.4	Feb 16	8.4	9.2	8.4
Colson	3.04	Jan 8	3.04	-	7.8
Fobel Int'l	nill	-	0.5	-	0.5
Health (CE)	7.51	Jan 9	7.5	-	25.87p
Lockar (Thomas)	0.5	Jan 2	0.375	-	1.42p
Shires Invest	3.75	Jan 21	3.25	-	15.5
600 Group	2.48	Jan 15	2.48	-	6.2
Skatchey	6.5	Jan 9	6.5	-	19
Thorn EMI	8.51	Mar 2	7.5	-	27
Wellcome	3.75	Feb 1	2.5	5.05	6.5
Wren Invest	1.625	-	1.3	-	3.125

Dividends shown pence per share net except where otherwise stated. *Equivalent after allowing for scrip issue. †On capital increased by rights and/or acquisition issues. ‡SUSM stock. §Quoted stock. ¶Third market. *Carries scrip option. †Irish currency.

BOARD MEETINGS

The following companies have notified dates of board meetings to the Financial Times. Such meetings are usually held for the purpose of considering dividends. Official notices are not available as to whether the dividends are interim or final and the subdivisions shown below are based solely on last year's final results.

TODAY
Bentley Brown & Shibley, Cedar Allen, Galtrey (AL), Gould American Exports, Fund, VCA Drilling, Personal Assets Trust, Shaw (London), Washington, Pease, Manhattan Exhibitions, South Green.

FUTURE DATES

Amber Industrial	Nov. 21
Anglo American Corp	Nov. 21
Mercury Asset Management	Nov. 21
VELI, Copenhagen	Nov. 24
Flint	Nov. 29
Anglo Irish Bank	Nov. 29
Amber (AJ)	Dec. 7
Fairline Books	Nov. 28
Harison	Nov. 28
MEPC	Nov. 29
Perseus McDougall	Nov. 29
Sainsbury & Bostall	Dec. 6
Steel	Nov. 29
Uston Steel Corp	Nov. 29

FINANCIAL HIGHLIGHTS	1989	1988	% increase
	£m	£m	
Turnover	1,408.4	1,250.5	13
Exports from the UK	270.3	225.4	20
Research and development expenditure	189.3	163.7	16
Profit before taxation	282.8	221.2	28
Profit attributable to shareholders	166.2	127.1	31
Shareholders' funds	821.2	652.6	26
Earnings per ordinary share	19.7p	15.1p	30
Dividends per ordinary share	5.05p	3.6p	40

WELLCOME RESULTS

In 1989 we continued our research into anti-virals, a programme that has made us world leaders in this field. Acyclovir is now approved to treat a wide range of herpes infections in over 100 countries, while zidovudine is now available to AIDS patients in over 70 countries worldwide.

In 1989, 4 out of 5 children vaccinated in the UK were protected from infection and suffering by a Wellcome vaccine.

In 1989 our over-the-counter remedies like Actifed, Sudafed and Calpol, helped give relief to millions. Year-in-year-out they have remained an invaluable part of the household medicine chest.

In 1989 we were again honoured with The Queen's Award for Export Achievement. This brings our total number of Queen's Awards to nine, an achievement in which every member of the company played a part.

"In 1989 we invested nearly £200 million in research and development. This brings our total for the 80s to over £1 billion. We are a research led company that has the confidence and resources to invest in the future."

Sir Alfred Sheppard
Chairman



Wellcome

If you would like a copy of the Wellcome plc annual report for 1989 (available from 8th December), please contact the Public Relations Department, Wellcome plc, The Wellcome Building, PO Box 129, 183 Euston Road, London NW1 2BP



THE QUEEN'S AWARD FOR EXPORT ACHIEVEMENT TO THE WELLCOME FOUNDATION LTD

Richard Ellis

INTERNATIONAL REAL ESTATE CONSULTANTS

are pleased to announce the opening of their office in Milan, Italy under the direction of Dr. Roberto Trella MANAGING DIRECTOR

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UK COMPANY NEWS

Wallcoverings and carpets lead the fall in sales as interest rates bite
Coloroll first half profits halved to £10m

By Jane Fuller

WORKERS AT two factories belonging to Coloroll, the home products group, felt the impact of a halving of the company's pre-tax profit when by being made redundant. Taxable profit fell from £20.55m to £10.01m in the six months to September 30. The workforce is being cut by 800 through the closure of the Frome and Bicester carpet and furniture upholstery factories. More of the company's 8,000 to 9,000 jobs are expected to go in a drive to improve efficiency. Mr John Ashcroft, chairman, whose salary trebled last year, said because his pay and that of other directors was "heavily related to profit performance", they would see a significant reduction in remuneration. Although turnover rose 16 per cent to £288.46m, there was little growth in a like-for-like basis. Earnings per share plummeted from 9.5p to 3.2p. The pre-tax profit figure was matched by an interest payment of £10.01m, a 58 per cent increase on last time. At the end of the period, which included the sales of two bus-

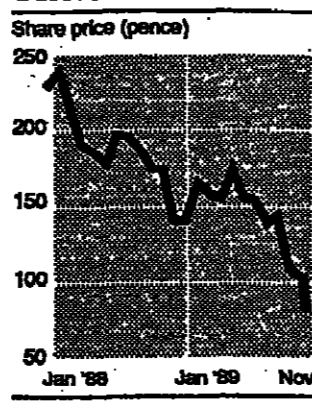
nesses the debt stood at £103m and gearing at 75 per cent. Even without the interest burden, trading profit fell by 25 per cent to £20.01m.

Mr Ashcroft said the recession from April to September was worse than the one experienced at the start of the decade because this time consumer demand had borne the brunt. "We have been stunned," he said.

Worst affected were wallcoverings, which lost 12 per cent of sales, and carpets, which saw an 10 per cent decline. As high interest rates and the hot weather deterred indoor improvements, tableware, home furnishings and furniture saw some sales increase, but furniture started a sharp decline in August.

Mr Ashcroft said the management had worked on the assumption that interest rates would stay at 13 per cent in the first half and start to fall in the autumn. "When they went to 14 per cent, we implemented 'condition red', including a ban on recruitment and tight control of stock."

Coloroll



The response to the 15 per cent rate was an "action plan" which included the factory closures, the possible sale of peripheral businesses, cutting capital spending from £20m this year to less than £10m next and reducing working capital. Although advertising spending was being halved, the company hoped that a sales effort



John Ashcroft

shared with retailers, such as the DIY chains, would help it to continue to gain UK market share. The share price, which fell 12p in a day last week in anticipation of the disappointing results, slipped another 1p to 79p yesterday. A consolation for shareholders is that the interim dividend is again 3.04p.

COMMENT

Dour is the word Mr Ashcroft used to characterise the coming 12 months and, after the excitement of the acquisitive years, it will need to be. In particular, if gearing is to be reduced, the company's 35 per cent target by March 91, the efficiency drive must hit beyond Frome and Bicester. It is difficult to imagine that there is great scope for paying suppliers later and chasing debtors harder. In a business which, to its credit, has no obviously incongruous parts, finding "peripherals" to sell would be a sign of just how bad things had got. In its favour, the company has some attractive products and has increased market share. So if it can hang in there until, perhaps, a pre-election upturn, prospects look brighter. A full-year profit forecast of £25m gives a prospective multiple of about 10. It may be premature to buy solely for recovery, but the yield is decent and if things get worse, a predator may be attracted by the brands.

Brierley raises holding in William Low to 13%

By Nikki Tsai

IEP SECURITIES, part of Sir Ron Brierley's group of companies, has raised its stake in William Low, the Scottish food retailer, to 5.1m shares or 13.01 per cent. IEP's last disclosed stake stood at just over 10 per cent. However, there was some relatively heavy trading volume in Low's shares at the end of last week, and some analysts had speculated that IEP might be buying. The group said yesterday that it had always believed Low was a good investment and a company being acquired by Brierley Investments first

revealed a stake two years ago and that, in a relatively tight market, some sellers had emerged. Accordingly, it had raised its holding.

IEP, meanwhile, retains its seven per cent holding in Budgens, the supermarket chain which agreed to bid terms from Low but then saw the Scottish company back out of the deal. IEP's interest in Budgens was picked up after the bid was abandoned, before the bid was generally seen as a means by which IEP could maintain its holding in Low, had the deal gone through.

Construction disposals at Epicure

In line with its declared strategy of developing its manufacturing and engineering interests and disposing of non-core activities, Epicure Industries has sold four businesses which make up the bulk of its construction division.

DF Blanchard, Toynebe, Tyrrell Contractors (Heckington) and Trevor Wallis have been sold to Colas Roads for £2.22m cash. In addition, inter-company loans totalling £519,000 have been repaid and Epicure will also receive consultancy fees from Colas of £250,000 a year for the two years ending December 1990.

For the 12 months ended December 31 1988 the four companies contributed profits of £22,943 (£47,000 losses) pre-tax on turnover of £7.75m (£8.91m). Total net assets at that date amounted to £212,000. Mr Hakan Hammarqvist, chairman, said the proceeds of the sale had been used to reduce borrowings.

Tarmac expands with £45m Crown House buy

By Peter Berlin

TARMAC, the broadly based construction and building materials group, has purchased Crown House Engineering, a mechanical and electrical engineering group, for a maximum \$45m. The payment comprises \$26.4m cash and additional payments of up to \$18.75m spread over four years and related to the achievement of profit targets. The acquisition represents a move by Tarmac to expand its range of services. The company said: "We

build the shell extremely well but there is an awful lot of sophisticated kit that goes into the shell that is extremely profitable. This is the logical next step."

In the year to March 1989 Crown House reported pre-tax profits of £3.8m on turnover of £15.4m and had assets of £12.4m. Mr Brian Boyes, who led a management buy-out which bought Crown House from Coloroll for £38m in 1987, will continue as chairman of Crown House.

COMPANY NEWS IN BRIEF

AMBER INDUSTRIAL: The £4.71m one-for-two open offer closed on November 10. Of the 1.3m ordinary offered to shareholders, 186,946 were placed by institutional investors. Of the balance, valid applications had been received in respect of 1.04m (79.5 per cent) while the remainder will be taken up in accordance with the placing arrangements. The acquisition of Servo-Chem and Normal Blending completed subject only to dealings commencing in the new ordinary.

ARMSTRONG EQUIPMENT: Offer by Caparo for outstanding shares has become unconditional. Final offer and partial loan notes alternative remain open until December 8.

EXPLORATION CO Louisiana: Total revenue for third quarter to September 30 was \$2.32m (£1.48m) compared with \$1.99m (£1.28m). Net income \$317,000 (\$495,000) giving net income per common and common equivalent share of nil (1 cent). Total revenue for nine months \$8.56m (\$5.35m) and income per share 1 cent (3 cents).

FLOGAS: Rights issue result revealed acceptances received in respect of 4.26m new ordinary shares (98.37 per cent).

GLOBAL GROUP has sold its Global Rawson subsidiary for about £275,000 cash, provided that net assets at completion are £170,000. Global Rawson is a wholesale pig butcher and in the year to May 31 1989 made a loss before tax of £151,000 on turnover of £2m.

GREAT PORTLAND Estates has bought from Lexington Securities a 60,000 sq ft office building in Peterborough for about £2m cash. It is let to Perkins Engines Group at £300,000 per annum.

MARLING INDUSTRIES has acquired Leonasa de Carrocera Inoxidable (Leonasa) based in Leon, Spain, a manufacturer of Tautliner trailer bodies.

RENTOKIL has acquired Sinclair Hire Plants of Auckland for NZ\$980,000 (£355,000) cash. The company will be the basis for formation of a new Rentokil tropical plant division in New Zealand.

ROSS CATERALL: Holders representing 98.3 per cent of capital have accepted offer from Vickers, which has been declared unconditional and stays open until December 8.

SHIRTON SECURITIES International: Offers for ordinary and A ordinary shares of Malvern now unconditional in all respects, and remain open.

SHIRES INVESTMENT reported net asset value higher at 285.4p, at September 30 against 240.2p a year earlier. Net revenue for the six months to the end of September was £1.76m (£1.94m) for earnings per share of 10.99p (8.51p) or 9.06p (7.72p) fully diluted. A second interim dividend of 3.75p (3.20p) has been declared.

WSP has acquired Jenner Baldock, a Surrey-based insurance broker, for an initial £255,000 cash, and £75,000 in shares payable in three equal instalments; there is also profit-related deferred payment up to £200,000 in shares. In 1988 Jenner Baldock made a profit of £26,000 pre-tax; net assets were £110,000.

Halma makes US purchase

Halma has paid \$3.8m (£2.4m) cash for the business assets of Guyan Electric Co, a division of the Guyan Machinery Co of West Virginia. In addition, Halma will pay the vendors consultancy fees and non-competition payments amounting to \$1.42m over a period between completion and March 1993. Guyan is a maker of heavy duty electrical resistors and management accounts for 1988 showed sales at \$3.24m and pre-tax profits of \$590,000. Tangible assets acquired totalled \$2.5m.

EW Fact purchase

EW Fact, the USM quoted group whose principal activity is the tuition and publication of texts for students preparing for professional examinations, is acquiring The Regent Group, which is involved in the provision of training and placement services for industry and commerce. The initial consideration of \$400,000, is to be satisfied by the issue of 250,000 new EW Fact ordinary of which 106,000 will be retained by the vendors.

Licence for casino will help Leisure disposals

By Jean Marshall

LEISURE Investments announced yesterday that the gaming licence of the Aspinall Curzon casino has been renewed. Since April there has been speculation about possible objections to the renewal following a Gaming Board review, and the licence application had been adjourned on three previous occasions. The company is pulling out of the casino business and Mr Edward Vandyk, chief executive, said that the licence renewal would ease the sale of its remaining casinos. Negotiations are at an advanced stage for the sale of its two London businesses - the Barracuda Club in Baker Street and The Aspinall Curzon, the building freedhold of which has already been sold for £40m. On top of this, the two businesses are expected to fetch at least \$25m. Offers have also been received for its overseas casinos in Istanbul and Cairo, and the one in Gibraltar is being marketed. Mr Vandyk said he was aiming for Leisure to be out of the casino business by the end of the year, but only on terms advantageous to shareholders. The company would then concentrate on its two other areas of activity, health centres and mobile homes. Mr Stephen Forsyth, who resigned as chairman earlier this month, acquired the casinos for the group last year with the purchase of LandLeisure for £170m from Mr Peter de Savary. Difficult trading conditions and a high level of debt led to the decision to withdraw from the sector.

Sketchley profits fall as hot summer takes its toll

By John Ridding


SKETCHLEY, the dry cleaning, vending, and workwear rental group yesterday announced a sharp fall in pre-tax profits from £7.2m to £5.41m for the six months to the end of September. The shares fell 14p to 383p. Mr Malcolm Glenn, chairman, said that "these results must be regarded as disappointing and fall short of the board's earlier expectations." The company had warned earlier this year that the long hot summer was significantly depressing dry cleaning sales and profits. In the event, the hot weather also reduced demand for higher value ingredients in the vending business which further suffered as a result of lower than expected machine sales.

The office services division suffered from an increasingly competitive market for computer peripherals, such as printers, and margins were squeezed sharply. As a result, divisional profits nearly halved from £1.11m to £609,000. By contrast, the textile services division, which rents and cleans workwear, saw profits grow from £1.97m to £2.93m. The property division also improved profits, from £268,000 to £1.19m. Turnover for the period increased from £84.94m to £92.2m. Earnings per share fell from 14.9p to 11p. The interim dividend is maintained at 6.5p.

COMMENT

Sketchley clearly hasn't turned the corner. Last year's encouraging results now appear more of an anomaly than the first step in an upward trend and its improved standing in the City will have suffered a knock as a result of yesterday's depressing numbers. The situation is arguably worse than the 25 per cent fall in profits would suggest. For while there is scope for recovery, and the dry cleaning and vending operations are already looking healthier, the first half figures raise a question mark over some of the earnings. In particular, plant closure costs have been taken below the line and property profits again provided a much needed boost on the opposite side. Analysts have cut forecasts from 19m to about £15m placing shares on a prospective multiple of 12. This is likely to fall but will soon meet support from a fairly generous yield and the possibility that a predator may be aroused.

This advertisement is issued in compliance with the requirements of the Council of The International Stock Exchange of the United Kingdom and the Republic of Ireland Ltd. ("The Stock Exchange"). It does not constitute an invitation to any person to subscribe for or purchase any securities in EFM Dragon Trust plc ("the Company"). The Council of The Stock Exchange has admitted to the Official List all of the Ordinary Shares and Warrants 2005 and dealings will commence today subject to the posting of the Rule 120 Notice. The Company is an investment trust company investing in the Far East excluding Australasia and Japan but including India.



EFM Dragon Trust PLC
(Incorporated and registered in Scotland under the Companies Act 1985 Number 106049)

Placing and Open Offer
by
James Capel & Co. Limited
of

192,000,000 Ordinary Shares of 5p each
with 38,400,000 Warrants 2005
on the basis of one Warrant 2005 for every five Ordinary Shares

Copies of the Listing Particulars relating to the Company containing details of the Warrants 2005 are available in the Extel Statistical Services. Copies of the Listing Particulars may also be obtained during normal business hours today and on 20 and 21 November, 1989, for collection only, from the Company Announcements Office of The Stock Exchange and on any weekday (Saturdays and public holidays excepted) up to and including 1 December, 1989 from:

James Capel & Co. Limited,
Corporate Finance,
7 Devonshire Square,
London EC2M 4HN.

The Registered Office of the Company at:
Edinburgh Fund Managers plc,
4 Melville Crescent,
Edinburgh EH3 7JB.

17 November, 1989

British Gas Interim Results

TURNOVER & DIVIDEND UP WITH CONTINUED UNDERLYING GROWTH.

British Gas has published its interim report for the six months ended 1 October 1989. In the report, British Gas Chairman and Chief Executive Robert Evans CBE writes:

"I am pleased to announce the financial results of British Gas plc for the first half of the 1989/90 financial year. The principal results and features of the Company's performance during the period have been as follows:

- The business strategy of the Company has continued to be aimed at increasing shareholder value, both in the short term, through the further development of the gas business in Britain, and in the longer term, through prudent investment in extensions to the business.
- The Company earns most of its profits in the second half of the financial year. Consequently, results for the first half are not indicative of the year as a whole.
- Once again, British Gas made a small current cost loss in the first half of 1989/90. There is a small profit on an historical cost basis.
- The Company's dividend policy has been extended to incorporate the intention to increase the payout ratio over the next few years. Against that background the Directors are declaring an interim dividend of 3.2 pence per share, an increase of 16.4 per cent on 1988.
- Gas business performance was good although tariff volumes were lower due to the warmer summer.
- 95,000 gas customers were added and underlying growth was recorded in all gas market sectors.
- Exploration and Production moved from loss into profit and is contributing increasingly to both turnover and profit.
- Recommendations of the MMC report on contract gas were implemented; the Company's estimate of the reduction in pre-tax profit in 1989/90 remains unchanged.
- Turnover from Installation and Contracting rose by 13 per cent; that from Appliance Trading was down by 8 per cent reflecting general trading conditions in the high street.

• The acquisition for £295 million of a major holding in Texas Eastern North Sea, Inc. (TENS) has provided quality oil and gas reserves and extensive exploration acreage.

• A major restructuring of the Company's organisation into three business units has taken place to improve its responsiveness and efficiency.

The interim dividend of 3.2p net per ordinary share will be paid on 28 March 1990 to shareholders on the register at the close of business on 9 February 1990.

Copies of the interim report are available from: British Gas plc, Shareholder Enquiry Office, 100 Rochester Row, London SW1P 1JP. Phone: 01-834 2000.

BRITISH GAS plc UNAUDITED RESULTS FOR THE SIX MONTHS ENDED 1 OCTOBER 1989.		
Extracts from Group Profit and Loss Account		
	Six months ended	
	1 Oct 1989	2 Oct 1988
	£m	
Turnover	2,754	2,638
Current cost operating loss	(87)	(77)
Net interest and gearing adjustment	(25)	(30)
Current cost loss before taxation	(112)	(107)
Taxation	(2)	(10)
Current cost loss after taxation	(114)	(117)
Minority shareholders' interest	(2)	4
Loss attributable to British Gas shareholders	(116)	(113)
Interim dividend	136	117
Loss per ordinary share	(2.7)p	(2.7)p
Interim dividend per ordinary share	3.2p	2.75p

1. The unaudited results of the Group for the six months ended 1 October 1989 have been prepared on the basis of the accounting policies as set out in the Annual Report and Accounts for the year ended 31 March 1989.

2. On an historical cost basis the profit before taxation for the six months ended 1 October 1989 and 2 October 1988 was £6 million and £28 million respectively.

3. Taxation for the six months ended 1 October 1989 has been provided on the basis of the estimated effective tax rate for the year ending 31 March 1990.



UK COMPANY NEWS

International contribution exceeds the UK for first time Thorn EMI advances to £108m

By Andrew Bolger

THORN EMI, the music, lighting and technology group, yesterday announced an 11.6 per cent increase in pre-tax profits to £108m in the half-year to September 30. Turnover rose 14.8 per cent to £1.7bn.

Mr Colin Southgate, chairman and chief executive, said the resilience of the group's main businesses and the excellent contribution from acquisitions were encouraging, in spite of the uncertain economic environment.

He added: "For the first time, international profits exceeded the UK contribution and indeed represented more than 60 per cent of the total."

Star performer was the music division, which has been boosted by acquisitions. Turnover was up 33 per cent to £533m, but profits nearly tripled to £23.9m (£11.6m).

Less impressive was the largest division, rental and retail, which saw a drop in profits to £85.1m (£96.3m) in spite of a 12.2 per cent increase in turnover to £680m (£606m).

The biggest problem is Rumbelows, the electrical goods chain which was restructured in the summer and lost between £1m and £15m in the first half. Mr Southgate said it should be trading profitably by the end of the year in spite of what he described as "the



Colin Southgate: music division proved to be star performer

exceptionally tough UK brown goods market."

Thorn said it had successfully maintained prices in UK rentals, and initiatives to broaden the range of items it rents - involving satellite TV and white goods such as washing machines - showed great promise.

Mr Southgate said: "Lighting has made progress, although

profit would have been higher in the first half were it not for the disruptions caused by the restructuring of its UK distribution as well as the integration of the Australian lighting businesses acquired last year."

Earnings rose 13.3 per cent to 23p (20.3p) and the interim dividend is being stepped up by 1p to 8.5p.

Thorn announced the appointment of Mr Michael Metcalfe as group finance director to succeed Mr Robert Nellet, who is to pursue private business interests.

COMMENT

Thorn's refocusing continues apace with the disposal of the Kenwood kitchen appliances business and its gas meter division, even if it has so far failed to find a buyer willing to pay £300m for its defence business.

The music division seems to be in particularly good time and the Wall Street fashion for valuing hidden intellectual property - such as the copyright to Thorn EMI's thousands of songs - has led some analysts to suggest the company would have a break-up value of anything from £12-£15 per share. They

closed yesterday at 74 3/4, down 3p. Full-year profits of £215m and earnings of 85p would put it on a prospective multiple of 11.5. Periodic bid speculation and continuing interest in the value of its music catalogue make Thorn seem a sound long-term hold. Horror stories from Britain's electrical retail stores may mean some investors cannot see past the problems at Rumbelows, but the group's increasingly international stance should help to keep such fears in perspective.

Unitech sells Veeco instruments division

By Alan Cane

UNITECH, the UK-based electronic components manufacturer, plans to sell the instruments division of its Veeco subsidiary for \$29.2m (£18.4m) to a new company established by a group of senior Veeco managers.

The division produces a broad line of test instrumentation. It has, however, been only marginally profitable in recent years. In the eight months to June 3 it showed a pre-tax loss of \$406,000.

The new company, Veeco Instruments Acquisition Corporation, will pay \$37.2m cash together with the issue of a subordinated interest bearing note of \$2m, 50 per cent payable at the end of five years and the balance at the end of six years.

According to Unitech the price is approximately equal to net assets of the division which in 1988 had sales of \$42.5m and made pre-tax profits of \$290,000.

Mr Peter Curry, chairman, said the company intended to concentrate on its traditional strengths in electrical components to build a network of businesses to supply customers on a global basis.

Buoyant domestic side helps Bank of Ireland top £90m

By David Lascellas, Banking Editor

THE BANK OF Ireland showed a rise in interim profits yesterday as its buoyant domestic business offset disappointing results abroad.

Pre-tax profits for the six months to September 30 were £93.5m (£85m), up 8.5 per cent from £86.2m in the same period last year.

After tax, profits were £69.1m, 7.1 per cent ahead of last year's £64.4m. The sharp difference between the pre and post tax figure was due to the impact of tax-privileged lending.

Mr Richard Keatinge, chief executive of UK operations, estimated that the group's underlying profits showed an increase of about 12 per cent. Earnings per share rose 57 per cent to 20p.

The results included for the first time a full contribution from First New Hampshire Banks, acquired last year. But FNI has been hurt by the slump in the New England real estate and high technology markets, and its profit of £8.2m was below expectations.

Bank of Ireland's UK business turned in a disappointing £3.5m, down from £16.2m last year. This was due mainly to the interest rate squeeze in the mortgage and leasing markets where Bank of Ireland con-

ducts much of its UK business. Other divisional contributions included retail banking, £53.7m (£59.5m), corporate and international, £135.9m (£27m), and treasury and investment banking, £110.7m (same).

Loan loss provisions rose to £15.4m (£12.2m), but this was mainly due to the inclusion of FNI provisions in Ireland, itself, provisions went down. The Bank has sold off virtually all its Third World loans and now has an exposure of about \$20m against which its provisions are about 50 per cent.

Although group costs rose sharply, this reflected the inclusion of FNI's costs as well. The underlying growth in costs was down to about 4 per cent, reflecting the benefits of a new drive to reduce staff costs.

The group's capital ratios are strong with Tier 1 at 6.5 per cent and total capital at 13 per cent, both comfortably exceeding the central bank minima.

The interim dividend is 4p, up from an adjusted 3p, the increase partly reflecting the board's wish to achieve a better balance between interim and final dividends.

Benson launches £2.1m rights to cut borrowings

A SHARP drop in pre-tax profits, from £1.1m to £280,000, was announced by Benson Group, maker of heaters, vehicle towing brackets and agricultural machinery, for the year to May 31 1989. The dividend is being held, however, at 0.7p.

The company also announced a 9-for-10 rights issue to raise £2.1m. Some 22.67m new ordinary shares will be issued at 10p each. Two directors have together undertaken to take up to 8m shares and the balance is underwritten.

The proceeds will initially be used to reduce borrowings, but the group also intends to use

the banking facilities available to expand activities.

Directors said that some progress had been made in restructuring and integrating the agricultural division and that would remain a priority.

The heating division had been affected by two mild winters, and in the absence of a severe winter in the current year, was unlikely to make significant progress, they added.

Turnover advanced to £15.35m (£11.5m) but operating expenses less other income rose to £2.78m (£1.85m) and interest charges were higher at £340,000 (£26,000). Tax took £16,000 (£295,000), leaving earnings per share of 2.74p (3.84p).

Locker shows recovery

A 45 PER CENT expansion in interim profits was yesterday reported by Thomas Locker (Holdings), the specialist engineering group.

On turnover ahead 21 per cent to £20.54m (£18.94m), the pre-tax outcome for the six months to end-September recovered from last year's depressed £584,000 to £847,000. The latter figure was, however, still well short of the £1.04m achieved in the 1987 first half.

Mr Brian Fitzhugh, who is retiring as chairman at the end of January due to deteriorating health, said that orders booked for the six months were well ahead of the corresponding period of last year and orders on hand were standing at a high level.

ahead of the corresponding period of last year and orders on hand were standing at a high level.

Tax took £332,000 (£227,000), leaving earnings of 1.32p (0.79p) per 5p share. The interim dividend is increased from 0.375p to 0.5p, partly to reduce disparity.

Locker said it was committed to the restructuring of its Bakeware domestic and garden products subsidiary "with a view to its ultimate disposal as a viable trading unit." Costs will be taken below the line as an extraordinary item in the full year accounts.

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Group turnover rises 14.2 per cent to £2,527 million.

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Profits for the second quarter, to September 30, 1989, are the highest yet reported by any airline in the world.

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343	25	Air. Int. Ind. Delivery	357	0	10.3	3.1	9.1
210	149	Bardon Group (SE)	161	0	4.3	2.7	15.6
125	102	Bardon Group Dr. Prof. (SD)	103	0	6.7	6.5	-
123	74	Ray Technology	76	-1	5.0	7.8	6.7
110	104	Brenthill Com. Prof	104	0	11.0	30.6	-
104	100	Strathall 8 1/4 New C.C.R.P.	103	0	11.9	10.7	-
925	285	Q2 Group Outright	322	-2	14.7	4.9	3.7
175	168	OJL Group 1 1/2 Cont. Prof	173	0	16.7	8.5	-
225	240	Carbo Pic (SD)	210	0	7.6	36	12.4
110	109	Carbo 7.5% Pref (SD)	110	0	10.3	9.4	-
8	5	Wagat By Non-Voking B Corp	1.25m	-	-	-	-
5	1	Wagat By Non-Voking B Corp	0.8m	-	-	-	-
130	119	Ida Group	120	0	6.0	6.7	6.9
145	58	Judson Group (SD)	100	0	3.6	3.3	12.6
328	261	Mulholland (SE)	265	-3	10.0	6.5	5.6
158	98	Robert Jenkins	158	0	18.0	5.0	9.9
467	365	Screwson	373	0	18.7	5.0	9.9
300	270	Torbay & Carlisle	279	0	9.3	3.1	10.4
117	100	Torbay & Carlisle Cont. Prof	104	0	20.7	10.3	-
122	78	Trevelan Holdings (USM)	80	0	2.7	3.4	8.6
150	106	Unibran Europe Cont Prof	150	0	9.3	6.2	-
395	325	Valerianey Drug Co. Ltd.	340	0	22.0	6.1	9.4
370	320	W.S. Yates	320	-1	16.2	5.1	26.7

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THE PROPERTY MARKET

City relief about business rate

By Paul Cheeseright

Number crunching in the City of London has shown that the impact of the imposition of the uniform business rate next April will not be as expensive for City office occupiers as many had feared.

That could be of some relief to the Bank of England which, in its latest quarterly bulletin looked at London as an international financial centre and noted that accommodation "is more expensive than its main rivals other than Tokyo - a situation that is likely to be aggravated by introduction of the uniform business rate." This takes place on April 1 next year.

The Government estimates that the new rate will be levied at the rate of 36p in the pound on the basis of the first property revaluation since 1973.

The Bank's remarks were accompanied by figures from Weatherall Green & Smith, chartered surveyors. They showed that, in the dying days of the old system, rates for prime space were £18 a square foot, or to put it another way, 24.6 per cent of rent at £55 a square foot or 18 per cent of total recurrent costs of £38.55 a square foot.

In fact, there are not many City occupiers paying that sort of rent and the number, given the present state of the market, is not likely to increase much.

But Weatherall's proportions of rates to rent and running costs roughly hold good through different types of building in different localities through the City.

In order to reduce the impact of the new rate, the Government agreed that there should be a transitional period so that no rates bill would go up by more than 20 per cent, plus inflation, in any single year.

But the rise in City rates is such that very few users will actually need to use the transitional period. Baker Harris Saunders, chartered surveyors specialising in City property, has calculated that, on the basis of 36p in the pound and an inflation rate of 7.5 per cent, the rates for high specification City will not go up by more than £4 a square foot.

Take two examples from the Baker Harris computer. A building on the east side of the City centre, air conditioned, built after 1976 and attracting a rent of £57.50 a square foot is now paying rates of £16.85 a square foot. The maximum increase in the rates under the Government's transitional scheme would be £21.48 a square foot, but in fact the full rate is only £20.70. No transitional period is necessary.

Now a building on the northern fringe of the City. It is basic but centrally heated. The rent is £19.50 and the

present rates are £6.84. The maximum the occupier would be expected to pay during the transitional period would be £5.18. Yet the full rate will be only £7.02. Again the transitional period does not apply.

The City then looks to be getting off lightly in the new rating system compared with, say, retailers down the Thames Valley.

One reason for this is the base of the revaluation. When the last one was carried out in 1973, City rents were running high and the market was humming. The valuation officers of the day simply set the valuations high. Probably too high as it turned out, because rental values fell in 1974 and did not return to 1973 levels until after 1980.

When, then, the 1988 revaluation came along there was not as much value to catch up on in the City as in some other areas. It is notable that, for example, the rate rises in the West End of London are higher, on the Baker Harris calculations, than in the City.

Yet the position in the City is by no means uniform. Herring Son & Daw, chartered surveyors and rating specialists, observed that the City fringe areas would be the most severely affected by the revaluation. In 1973 their rental levels were low anyway, but the expansion of the City from the mid-1980s has brought values up rapidly.

Outside the strict administrative boundaries of the City but still within its functional area, there will in fact be some reductions in rates bills. This is because of the existing high rates. The City rate during the last year of the old system is £1.64 to the pound but in the borough of Hackney, for example, it is

£26p.

The Baker Harris forecast for rates in the boroughs of Islington, Hackney and Southwark is that they will go down by about £3 a square foot for high specification buildings. In Tower Hamlets, however, they will rise by £2.

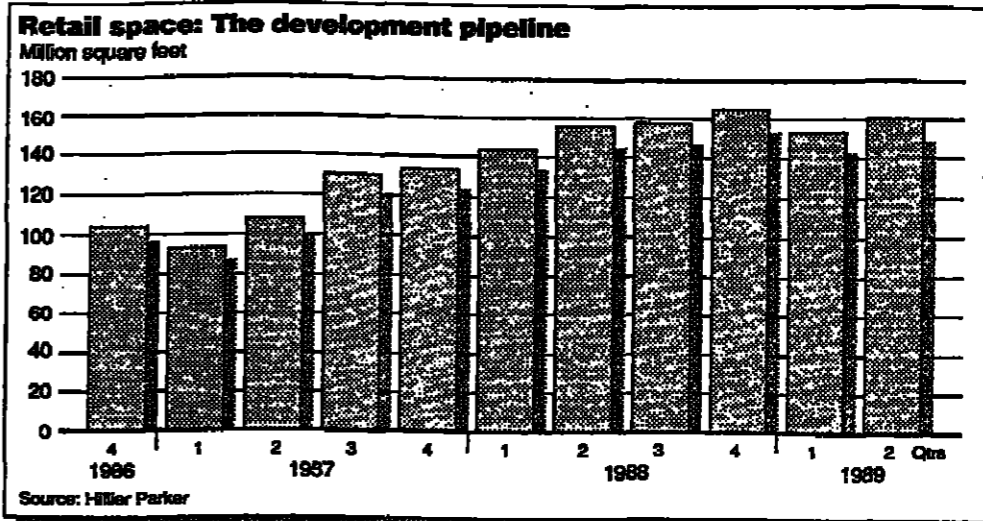
The effect of all this on the City office market could be to give a further push to the swing in the market balance of power from landlord to tenant. With the overall effect on accommodation costs relatively modest, there is less need for occupiers looking for new space to sign up by April 1 1990 to gain benefit of the transitional arrangements.

Herring Son & Daw observed that although the rates are said to be a tax on the occupiers, they are actually a tax on landlords.

Occupiers, looking for space in a market where more choice is becoming available and where the availability of secondhand space is rising, can use the rates increase as a bargaining point to push down rents, so that their overall accommodation costs remain the same.

To this extent the effects of the new rate will be to exacerbate a trend which has already become apparent. On the market now there are still potential tenants about, but it is common knowledge that leasing deals are taking longer to arrange and that the escalation of rents has stopped.

Newcomers to the City will probably take the new rating system in their stride. For a foreign bank, accommodation costs are a less important part of the total problem of establishing a presence than staff costs. There is still life after the introduction of the uniform business rate.



The new realism in the retail sector

THE BRITISH Council of Shopping Centres was more prescient than it might have realised when it dubbed the theme of its recent Harrogate conference "The New Realism." The conference knew about the downturn in retail sales. It did not know that Mr John Major, the Chancellor, would be so gloomy in his autumn statement.

So there is added point in the question that James Tuckey, managing director of MEPC, asked in his keynote address: consumer spending has risen but is there enough spending power to support all the new space?

The chart shows the calculations of Hillier Parker, chartered surveyors, on the amount of space in the pipeline - under construction, with planning consent and proposed. Not all of it will be built, "but whichever way you look at it, there is a massive amount of space coming on to the market in the short term," said Mr Tuckey.

He drew some conclusions from this. Location will be more important. The design of centres will be too. Operators will have to be careful about the tenants to whom they lease space - "we must get away from the boring repetitiveness which characterises so many of our centres." Tenants will be in a stronger bargaining position and management of centres will be much more important.

All of this constitutes a call for the retail developers to get their act together. This is doubly necessary if David Peck, shopping and leisure consultant is right, because, even in their own terms as retail selling machines, centres are not working very well.

Mr Peck's surveys have found that 40 per cent of the visitors to shopping centres do not buy anything and that 50 per cent of shopping centre tenants are visited by less than one per cent of the shoppers.

Year to September 89	RENTAL GROWTH (%)			
	Retail	Office	Industrial	All Property
Year to September 89	14.5	20.9	22.8	18.6
Quarter to September 89	3.1	4.3	7.1	4.2
Month of September 89	1.6	1.7	2.0	1.7

Source: Investment Property Database

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PROPERTY SURVEYS 1990

The list of Property Surveys published last Friday was incorrect.

An up to date programme will be published on 1 December.

Please accept our apologies for the inconvenience cause.

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PERSONAL WIDOWED

and without any life insurance payment, Mrs H was left to raise three young children on her part-time earnings as a teacher. She moved to a smaller house and economised as far as she could: PCAC give regular help with the children's expenses, especially in the holidays. Please help PCAC to assist families like hers by sending a donation or making a legacy to Professional Classes Aid Council (2) 10 St. Christophers Place, London W1M 6HY.

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Equities falter after a firm opening

A BATCH of favourable dividend and trading announcements from such leading UK companies as British Steel, British Gas and British Telecom helped put a shine yesterday on a UK stock market turning a little cooler towards the Autumn Statement on the economy from the Chancellor of the Exchequer. Equities were in good form for most of the session, but lost courage towards the close when Wall Street reacted singly to a reduced deficit on US trade and a reduced deficit on US trade...

Buoyed up also by good dividend payments from British Gas and British Telecom, the UK market was in good form when the announcement that the US monthly trade deficit had shrunk from \$10.1bn to \$7.9bn last month appeared to suggest that Wall Street would open the new trading session in good form. In the event, however, the US stock market was held back by concern that the Federal Reserve might be less likely to trim interest rates in view of the October trade deficit improvement. The FT-SE Index began to wobble and the final reading of 2,206.8 showed a net gain on the day of only 6.4 points. Seq trading volume looked better at 448.1m against Wednesday's 384.1m but was boosted by activity in Pearl (65m shares), and in British Gas, British Telecom and British Steel. Some traders expressed disappointment that equities failed to maintain their early firmness, notwithstanding the excellent trading statements from blue chip names. One discouraging factor was the more bearish view taken at several senior firms of the Chancellor's Autumn Statement. Doubts were expressed about his relaxation of fiscal policy and also an apparent implication in his inflation forecasts that UK base rates may stay at 15 per cent throughout next year. At Kleinwort Benson, Mr David Owen said it was clear that "interest rates will continue to take the economic strain, a view not too acceptable to us." Mr Peter Spencer, UK economist at Shearson Lehman Hutton, described the Statement as, "unequivocally bearish for the equity market." Mr Richard Dingwall-Smith at County NatWest, agreeing that interest rates are at the heart of the outlook for the domestic economy, stressed that "if lower interest rates do not happen, there is a clear risk that a mild recession will turn into something worse."

orders for the Airbus aircraft, for which British Aerospace builds the wings. Celoroll slipped a penny to 79p on the announcement of a setback in the company's half year profits to £10.1m from £20.5m. Earnings per share were cut from 9.8p last year to 3.1p. Several securities houses downgraded full year expectations, among them BZW, which said it now expected £20m, down from £40m, adding that "the severity of trading conditions will not ease in the next six months." Another analyst was more forthright: "The company philosophy of sales at the expense of margins is dangerous in these market conditions. That is a hard line to take." Sketchley ended the day down 15c at 35p on a 25 per cent fall in half year profits, worse than expected. Profits fell to £5.4m from £7.2m with the hot summer blamed for the fall in dry cleaning profits. Several analysts cut full-year expectations by around 25m to around £14m. Shares in Cookson Group went 8 lower to 256p on downgrading. BZW has shaved its 1989 expectations from £200m to £198m and for 1990 from £220m to £195m. Explaining the downgrading, Mr Martin Evans and Mr Oliver Fear of the chemicals team at BZW said: "Volumes and margins in the UK are both under pressure and trading in the US has weakened since the half year with building and the automotive industry softening in addition to the already depressed electronics area." Fears of an impending downturn in the art market, despite the \$40m sale of a Picasso in

FINANCIAL TIMES STOCK INDICES table with columns for various indices like Government Secs, FT-SE 100, etc.

GLT EDGED ACTIVITY table showing GLT Edged Bargains and other activity.

TRADING VOLUME IN MAJOR STOCKS table listing trading volume for various stocks.

AMP hits out for Pearl

The battle for control of Pearl Group, the life insurer, came to the boil as Australian Mutual Provident (AMP) increased its offer from the previous 60p to 60p a share and instructed stockbroker Panmure Gordon to launch a market raid for Pearl shares. The 60p offer values Pearl at £1.24bn compared with the previous figure of £1.1bn. Mr Eimon Holland, Pearl's chairman, reiterated previous advice to shareholders to reject the offer which "falls to reflect the value of Pearl." Once the increased offer was announced, Panmure moved in to bid for Pearl and at the close of trading announced it had bought 34.5m Pearl shares which, including the 15.4 per cent AMP already owned, gave the Australian group a stake of 38 per cent. There was some surprise in the market when the Pearl share price moved briefly above the AMP bid price, but dealers said the chances of another bidder so late in the day were remote. Pearl shares closed 42 higher at 636p on 64m shares. Mr Youssef Ziai, life assurance analyst at UBS Phillips & Drew, said the battle "looks over bar the shouting," adding that the increased bid was "pitched at a level to give a very good chance of success and it leaves something for AMP."

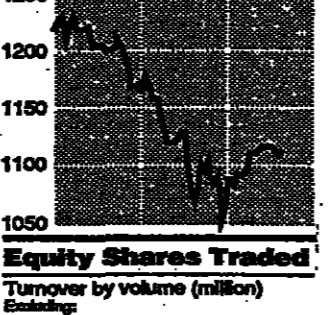
Culverwell, at Hoare Govett, who said that little new had been revealed yesterday and rated the stock only a hold above. The shares recovered from their low of 624p, peaked at 740p before subsiding once more to close at 724p, a rise of 9 on the day. "You've got to be nimble to trade this one," said one marketmaker.

Telecom wanted Interim figures from British Telecom came as a big and pleasant surprise to the market, with the pre-tax profit figure of £1.81bn, against £1.54bn last time, ahead of most analysts' forecasts. The figure for the second quarter, 597.2m, against 565.0m, included a figure of £46m for a pensions contributions holiday, and triggered some substantial buying interest in BT shares which closed 8 1/2 up at 267p on turnover of 13m, well ahead of usual levels.

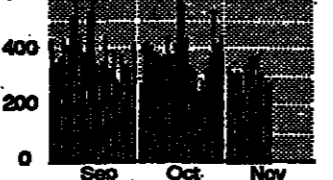
Mr Chris Tucker, electronics analyst at Kitcat & Atken said "the 8p rise in the British Telecom share price is rather modest considering the reduction in pensions contributions which will lead to an increase in profits before tax of £150m this year. Mr Patrick Wellington at County NatWest WoodMac said the pensions holiday "will increase earnings growth to a very respectable 8 per cent and bolster those who see the shares as defensive."

Gas payout British Gas were among the market's biggest traded stocks after the group revealed an interim dividend up 16.4 per cent at 3.3p and said that it intends to increase its payout ratio over the next few years. The interim came as a surprise to most analysts. Hoare Govett, the company's brokers, were an exception and had been forecasting the 3.3p - who quickly moved to increase their forecasts for the full year and 1990-1. Mr Phillip Lambert, at Kleinwort Benson, raised his forecast for the full year to 10.5p and for 1990-1 to 12p, and highlighted the 7 per cent yield for this year and 8 per cent for next year.

FT-A All-Share Index



Equity Shares Traded



The Smith New Court oil team, also moving their full-year forecast up to 10 1/2p, expect the dividend to be "increased by 15 per cent over several years." Hoare Govett increased their full-year forecast from 10.3p to 10 1/2p. At the close Gas were 7 higher at 201 1/2p on turnover of 16m, with dealers also pointing out that on Wednesday the company is holding an investment seminar focusing on the potential and value of its exploration and production interests. County NatWest WoodMac reiterated its buy recommendation for Galena and the shares recovered 9 after recent weakness to close at 587p. A recent squeeze in Bess ended and the shares retreated 12 to 368p. A White Paper on care of the elderly was deemed to be good for companies involved in nursing homes. Beddington rose 3 to 185p. Argyll slipped in busy trade on talk that it was poised to buy Gateway stores from Isoceles, and on suggestions that it was encountering difficulties converting some of its Presto stores in the north of England and Scotland. Dealers doubted both suggestions, though the speculation that Argyll's conversion of its

Presto stores was not proceeding smoothly continued to circulate. Argyll was further weakened by speculation that Hoare Govett was about to downsize the company, this, along with talk that other brokers had recommended switching out of Argyll, also turned out to be untrue. Argyll closed down 8 at 206p, having traded an unusually high 6.5m shares. Tecco was supported by news of its £140m sale and leaseback deal for 17 of its stores. One analyst commented: "This news is good but not unexpected. Tecco has a massive expansion programme to be funded and its attractive free-cash flow provides a useful way of doing this." But another analyst commented that he had only expected Tecco to announce a £50m leaseback deal. Tecco closed 1 1/2 up at 159p. Asda eased after the recent downgrading and worries that the company would be in the pipeline. But dealers said they doubted whether Asda would slip below the long-term 180p support level. Asda closed 2 lower at 134p. Unilever pared early gains to finish a penny lower on the day at 654p. A fall in the price on Wall Street on Wednesday prompted it to be marked higher at the opening. However, additional US buying did not materialise yesterday, and by the close Unilever had given up all of its earlier gains. Analysts noted that at 6 per cent, the NV's premium over the plc, remained low, by this year's standards. A 5.7 per cent improvement in full-year figures from Burton's provided a useful way of trading in the US and the shares ended 4 lower at 185p. "If you strip out property disposals profits the results were in line with the low end of forecasts," said Mr Paul Aynsley of County NatWest WoodMac. He trimmed his forecast for the full current year from £205m to £200m. WH Smith ran into profit-taking at first, after a recent strong run. A buyer then returned to bid on the inter-dealer broker screens and the price recovered from 526p to close at 540p. British Aerospace had its busiest day of the week and gained 20 to close at 588p as more than 1 1/2m shares were traded. The share was helped by news of possible further

New York the previous day, left Sobel's 100p off at 185p. Christie International fell in sympathy and closed at 318p, a fall of 15 on the day. BTR fell another 8 to 417p on profits downgrading said to have been made by Casanova the previous day. Paramount Pictures' purchase of a 49% interest in Zenith, Carlton Communications' independent production subsidiary, was welcomed in the market. Carlton's shares rose 23 to 516p. The market did more overall come after the Having slipped just 2 on Wednesday in response to the company's £19m disposal of its Cellular telephone operation, the shares had finished unchanged at 335p. Mr Chris Akers, analyst at Citicorp Scrimgeour Vickers, said the two were a good fit and that independent had bought the shares at an average of 410p each.

to be re-rated. But Mr Adam Page, analyst at UBS Phillips & Drew, said the fall had been overdone. He said that the company's main business, photographic distribution, was defensive, adding that the cellular business had fetched a high £390 per customer and that the shares were now trading on an earnings multiple of less than 8. News that the Irish group Independent Newspapers had taken a 4.99 per cent stake in outdoor advertising contractor Mears O'Connell came after the market had closed and the shares had finished unchanged at 335p. Mr Chris Akers, analyst at Citicorp Scrimgeour Vickers, said the two were a good fit and that independent had bought the shares at an average of 410p each.

Wellcome profits The market took some hours to get to grips with Wellcome's full-year figures. The shares initially fell because the £283m profit figure was near the bottom of the £280m to £300m range of analysts' forecasts. But they then recovered sharply after a positive analysts' meeting got under way. Mr Jonathan de Pels, of BZW, a long-standing bull of the stock, said "No one can fail to have been impressed by the wealth of new products. The picture is of a company firing on all cylinders." Mr Ian Moore at UBS Phillips & Drew said that the profits shortfall had come from the recently sold animal health interests, while Mr Ian White, at Kleinwort Benson, said that the price was supported on a three year view and that the company was on course to make a profit by 1993, based on a turnover for Retrovir, the anti-Aids drug, of £1bn. There were more cautious voices to be heard in the excitement. One was Mr James

NEW HIGHS AND LOWS FOR 1989 table listing various stocks and their performance.

APPOINTMENTS table listing various appointments and changes in management.

Marston's marketing director From February 5 Mr John Dunsmore becomes director of marketing at MARSTON'S, and director designate of the brewing and brands division. He joins from County NatWest. Mr A.J. Aldred becomes director of brewing and brands division, will remain an executive director of Marston, Thompson & Evershad until his retirement in April 1991 when he assumes a non-executive role. BRITISH GAS has appointed Mr Thomas M. Melvin as head of taxation, a new post, from January 1. He is group manager, taxation, BOC Group. Mr Roy Peters becomes head of pension fund investment from December 19. He is a director of County NatWest Investment Management, with responsibility for the National Westminster Bank pension fund. Svenska & Co, stockbroking subsidiary of SVENSKA INTERNATIONAL, has launched an international institutional stockbroking service, headed by Mr David Grant, who was a director of CCF Laurence Prust Securities. J.H. MINET & CO has appointed Mr S.J. Quirk as managing director of the newly-formed North American property division.

Rea Brothers Manx post Mr Michael Sheehan has been appointed chairman of REA BROTHERS (ISLE OF MAN). He succeeds Lord Brookes. Mr Sheehan was managing director of Hill Samuel & Co (Ireland). Ms Christine Butler has been appointed merchandising director at Speedo - she was sales and marketing director at Gamble Timeslip; Mr Jim Tew has been promoted from general manager to manufacturing director; and Mr Miles Torrance has been appointed operations director - he was manufacturing director of Playtex. Ms Elaine Thorpe and Mr Sam Saxna have been promoted from sales executives to sales directors at Response Ladieswear. Both companies are part of THE RESPONSE GROUP. Mr V.J. Throp has been appointed sales director of all companies in the RELIANCE MUTUAL GROUP. He will continue to be responsible for the control of the direct salesforce. AYNLEY CHINA has appointed Mr Ken Barnes as director and general manager of Hammersley, a recently acquired brand name; he was product development manager. Ms Gill Johnson has been promoted to marketing director, and Mr Martin Holmes to production director.

Mr Kevin L. Davies has been promoted to a director of BRADSTOCK BLIND & TROMPSON. FORESTRY INVESTMENT MANAGEMENT, Oxford, has appointed Mr Michael R. Rendle as a non-executive director. He is a director of Wills Faber and a former managing director of BP. Mr Bill Stutford has become non-executive chairman of EAST HOLDINGS, Norwich. He succeeds Mr Julian Martin Smith who remains a non-executive director. Mr Stutford is chairman of Framlington Group. Mr Fritz Rehkopf has been appointed deputy managing director of BOVIS INTERNATIONAL. He was managing director of Leherb Goveer International where he is succeeded by Mr John McCloy, promoted from deputy managing director. Mr Jim Kavanagh and Mr Shamus J.E. Drake have joined the board of INDUSTRIAL CLEANING PAPERS. SIEMENS DATA SYSTEMS has appointed Mr Guy Norgrove as manager, finance and banking division. He joins from Pyramid Technology. Miss Jill Smith (above) has been appointed director of LAZARD BROTHERS & CO. She was a director of Henderson Investment Services.

Large advertisement for Garanti Bank with the headline 'Growing Figures' and 'At Home & Abroad'. It includes a logo for Garanti and contact information for further information.

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AUTHORISED UNIT TRUSTS

Abbey Unit Trs (1200H) 80 Wellington Rd, London EC2A 3DF

Table listing various unit trusts under the Abbey Unit Trs (1200H) heading, including names like Abbey Growth, Abbey Income, and Abbey Property, with columns for unit price and other details.

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GUIDE TO UNIT TRUST PRICING. Includes sections for INITIAL CHARGES, UNIT PRICE, and a note about the FT Cityline help desk.

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Main table containing unit trust information with columns for company name, unit price, and other financial details. Includes sections for 'OTHER UK UNIT TRUSTS' and 'INSURANCES'.

OTHER UK UNIT TRUSTS

INSURANCES

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Main table containing unit trust information with columns for Name, Price, Yield, and other financial metrics. Includes sub-sections for 'MANAGEMENT SERVICES', 'OFFSHORE AND OVERSEAS', 'GUERNSEY (SB RECOGNISED)', 'LUXEMBOURG (SB RECOGNISED)', and 'JERSEY (SB RECOGNISED)'.

OFFSHORE AND OVERSEAS

GUERNSEY (SB RECOGNISED)

MANAGEMENT SERVICES

LUXEMBOURG (SB RECOGNISED)

JERSEY (SB RECOGNISED)

FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Table of FT Unit Trust Information Service, listing various unit trusts with columns for Name, Price, and Yield.

Table of British Funds and Loans, including sections for 'Shorts' (lives up to five years), 'Five to Fifteen Years', and 'Over Fifteen Years'.

Table of Foreign Bonds & Rails, listing international bonds and rail investments with columns for Name, Price, and Yield.

Table of Money Market Trust Funds and Bank Accounts, listing various financial products and their details.

LONDON SHARE SERVICE

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AMERICANS - Contd

Table listing American companies such as American Express, American International Group, and American Overseas, with columns for stock price, dividends, and other financial metrics.

BUILDING, TIMBER, ROADS - Contd

Table listing companies in the building, timber, and roads sectors, including Bovis Lend Lease and Bovis Lend Lease Construction.

DRAPERY AND STORES - Contd

Table listing companies in the drapery and stores sector, such as Debenhams and Debenhams Group.

ENGINEERING - Contd

Table listing engineering companies like Balfour Beatty, Balfour Beatty Construction, and Balfour Beatty Infrastructure.

INDUSTRIALS (Miscel.) - Contd

Table listing various industrial companies including British Airways, British Airways Holdings, and British Airways International.

INDUSTRIALS (Miscel.) - Contd

Table listing more industrial companies such as British Airways, British Airways Holdings, and British Airways International.

CANADIANS

Table listing Canadian companies like Canadian National Railway, Canadian National Railway, and Canadian National Railway.

ELECTRICALS

Table listing electrical companies such as British Telecom, British Telecom, and British Telecom.

FOOD, GROCERIES, ETC

Table listing food and grocery companies like Asda, Asda, and Asda.

HOTELS AND CATERERS

Table listing hotels and caterers companies such as British Airways, British Airways, and British Airways.

INDUSTRIALS (Miscel.)

Table listing industrial companies including British Airways, British Airways, and British Airways.

INSURANCES

Table listing insurance companies like British Airways, British Airways, and British Airways.

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Table listing banks and leasing companies such as British Airways, British Airways, and British Airways.

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DRAPERY AND STORES

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Table listing engineering companies including British Airways, British Airways, and British Airways.

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Table listing insurance companies such as British Airways, British Airways, and British Airways.

BEERS, WINES & SPIRITS

Table listing beer, wine, and spirit companies like British Airways, British Airways, and British Airways.

BUILDING, TIMBER, ROADS

Table listing building, timber, and roads companies such as British Airways, British Airways, and British Airways.

DRAPERY AND STORES

Table listing drapery and stores companies including British Airways, British Airways, and British Airways.

ENGINEERING

Table listing engineering companies like British Airways, British Airways, and British Airways.

INDUSTRIALS (Miscel.)

Table listing industrial companies such as British Airways, British Airways, and British Airways.

INSURANCES

Table listing insurance companies including British Airways, British Airways, and British Airways.

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LONDON SHARE SERVICE

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-625-2128

LEISURE table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Leisure Group, Leisure Leisure, etc.

PAPER, PRINTING, ADVERTISING - Contd table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Paper Direct, Paper Direct, etc.

PROPERTY table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Property, Property, etc.

TEXTILES - Contd table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Textiles, Textiles, etc.

TOBACCO table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Tobacco, Tobacco, etc.

TRANSPORT table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Transport, Transport, etc.

TRUSTS, FINANCE, LAND - Contd table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Trusts, Finance, Land, etc.

TRUSTS, FINANCE, LAND table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Trusts, Finance, Land, etc.

TRUSTS, FINANCE, LAND - Contd table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Trusts, Finance, Land, etc.

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OIL AND GAS - Contd table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Oil and Gas, Oil and Gas, etc.

OIL AND GAS table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Oil and Gas, Oil and Gas, etc.

MINES - Contd table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Mines, Mines, etc.

MINES table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Mines, Mines, etc.

MOTORS, AIRCRAFT TRADES table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Motors, Aircraft, etc.

Commercial Vehicles table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Commercial Vehicles, Commercial Vehicles, etc.

Components table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Components, Components, etc.

Garages and Distributors table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Garages, Distributors, etc.

NEWSPAPERS, PUBLISHERS table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Newspapers, Publishers, etc.

PAPER, PRINTING, ADVERTISING table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Paper, Printing, Advertising, etc.

SHOES AND LEATHER table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Shoes, Leather, etc.

SOUTH AFRICANS table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like South Africans, South Africans, etc.

TEXTILES table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Textiles, Textiles, etc.

Investment Trusts table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Investment Trusts, Investment Trusts, etc.

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Plantations table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Plantations, Plantations, etc.

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THIRD MARKET

THIRD MARKET table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Third Market, Third Market, etc.

NOTES

Stock Exchange dealing classifications are indicated to the right of security names; Alpha, Beta, Gamma, Delta, Epsilon, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V, W, X, Y, Z, AA, AB, AC, AD, AE, AF, AG, AH, AI, AJ, AK, AL, AM, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, AZ, BA, BB, BC, BD, BE, BF, BG, BH, BI, BJ, BK, BL, BM, BN, BO, BP, BQ, BR, BS, BT, BU, BV, BW, BX, BY, BZ, CA, CB, CC, CD, CE, CF, CG, CH, CI, CJ, CK, CL, CM, CN, CO, CP, CQ, CR, CS, CT, CU, CV, CW, CX, CY, CZ, DA, DB, DC, DD, DE, DF, DG, DH, DI, DJ, DK, DL, DM, DN, DO, DP, DQ, DR, DS, DT, DU, DV, DW, DX, DY, DZ, EA, EB, EC, ED, EE, EF, EG, EH, EI, EJ, EK, EL, EM, EN, EO, EP, EQ, ER, ES, ET, EU, EV, EW, EX, EY, EZ, FA, FB, FC, FD, FE, FF, FG, FH, FI, FJ, FK, FL, FM, FN, FO, FP, FQ, FR, FS, FT, FU, FV, FW, FX, FY, FZ, GA, GB, GC, GD, GE, GF, GG, GH, GI, GJ, GK, GL, GM, GN, GO, GP, GQ, GR, GS, GT, GU, GV, GW, GX, GY, GZ, HA, HB, HC, HD, HE, HF, HG, HH, HI, HJ, HK, HL, HM, HN, HO, HP, HQ, HR, HS, HT, HU, HV, HW, HX, HY, HZ, IA, IB, IC, ID, IE, IF, IG, IH, II, IJ, IK, IL, IM, IN, IO, IP, IQ, IR, IS, IT, IU, IV, IW, IX, IY, IZ, JA, JB, JC, JD, JE, JF, JG, JH, JI, JJ, JK, JL, JM, JN, JO, JP, JQ, JR, JS, JT, JU, JV, JW, JX, JY, JZ, KA, KB, KC, KD, KE, KF, KG, KH, KI, KJ, KL, KM, KN, KO, KP, KQ, KR, KS, KT, KU, KV, KW, KX, KY, KZ, LA, LB, LC, LD, LE, LF, LG, LH, LI, LJ, LK, LL, LM, LN, LO, LP, LQ, LR, LS, LT, LU, LV, LW, LX, LY, LZ, MA, MB, MC, MD, ME, MF, MG, MH, MI, MJ, MK, ML, MM, MN, MO, MP, MQ, MR, MS, MT, MU, MV, MW, MX, MY, MZ, NA, NB, NC, ND, NE, NF, NG, NH, NI, NJ, NK, NL, NM, NN, NO, NP, NQ, NR, NS, NT, NU, NV, NW, NX, NY, NZ, OA, OB, OC, OD, OE, OF, OG, OH, OI, OJ, OK, OL, OM, ON, OO, OP, OQ, OR, OS, OT, OU, OV, OW, OX, OY, OZ, PA, PB, PC, PD, PE, PF, PG, PH, PI, PJ, PK, PL, PM, PN, PO, PP, PQ, PR, PS, PT, PU, PV, PW, PX, PY, PZ, QA, QB, QC, QD, QE, QF, QG, QH, QI, QJ, QK, QL, QM, QN, QO, QP, QQ, QR, QS, QT, QU, QV, QW, QX, QY, QZ, RA, RB, RC, RD, RE, RF, RG, RH, RI, RJ, RK, RL, RM, RN, RO, RP, RQ, RR, RS, RT, RU, RV, RW, RX, RY, RZ, SA, SB, SC, SD, SE, SF, SG, SH, SI, SJ, SK, SL, SM, SN, SO, SP, SQ, SR, SS, ST, SU, SV, SW, SX, SY, SZ, TA, TB, TC, TD, TE, TF, TG, TH, TI, TJ, TK, TL, TM, TN, TO, TP, TQ, TR, TS, TT, TU, TV, TW, TX, TY, TZ, UA, UB, UC, UD, UE, UF, UG, UH, UI, UJ, UK, UL, UM, UN, UO, UP, UQ, UR, US, UT, UU, UV, UW, UX, UY, UZ, VA, VB, VC, VD, VE, VF, VG, VH, VI, VJ, VK, VL, VM, VN, VO, VP, VQ, VR, VS, VT, VU, VV, VW, VX, VY, VZ, WA, WB, WC, WD, WE, WF, WG, WH, WI, WJ, WK, WL, WM, WN, WO, WP, WQ, WR, WS, WT, WU, WV, WW, WX, WY, WZ, XA, XB, XC, XD, XE, XF, XG, XH, XI, XJ, XK, XL, XM, XN, XO, XP, XQ, XR, XS, XT, XU, XV, XW, XX, XY, XZ, YA, YB, YC, YD, YE, YF, YG, YH, YI, YJ, YK, YL, YM, YN, YO, YP, YQ, YR, YS, YT, YU, YV, YW, YX, YY, YZ, ZA, ZB, ZC, ZD, ZE, ZF, ZG, ZH, ZI, ZJ, ZK, ZL, ZM, ZN, ZO, ZP, ZQ, ZR, ZS, ZT, ZU, ZV, ZW, ZX, ZY, ZZ.

REGIONAL & IRISH STOCKS

The following is a selection of regional and Irish stocks, the latter being quoted in Irish currency.

IRISH table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Irish, Irish, etc.

TRADITIONAL OPTIONS

TRADITIONAL OPTIONS table with columns for Stock, Price, % Chg, Div, and Yld. Includes companies like Traditional Options, Traditional Options, etc.

This service is available in every Company dealt in on Stock Exchanges throughout the United Kingdom for a fee of £995 per annum for each security.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar and pound weaker

THE DOLLAR weakened, in spite of a narrowing of the US trade gap, and sterling fell below DM2.90 on the foreign exchanges yesterday as major currencies continued to lose ground to a strong D-Mark.

The D-Mark continued to gain from its appeal on interest rate differentials, even though the West German Bundesbank left its credit policies unchanged at yesterday's council meeting.

slightly above the levels touched when Mr Nigel Lawson resigned as UK Chancellor of the Exchequer.

Immediate reaction to a smaller than expected US trade deficit of \$7.94bn in September was for the dollar to improve, but the US currency was soon hit by heavy profit-taking.

Long term Euro D-Marks are slightly higher than the equivalent dollar rates and Frankfurt maintains a strong interest rate advantage over Tokyo.

The Australian dollar fell to 78.00 US cents at the London close, from 78.15 cents in Sydney.

This gave the dollar a firm undertone, and on publication of the figures the currency rose to a peak of DM1.8505.

High yielding currencies appear to be losing some of their attraction, as speculative money returns to the D-Mark.

The Reserve Bank of Australia indicated that it continues to regard the local currency as too firm by intervening to sell the Australian dollar yesterday.

Table with columns: Nov. 16, Latest, Previous Close. Rows for 1 month, 3 months, 12 months.

Table with columns: Nov. 16, Short term, 7 Day notice, One Month, Three Months, Six Months, One Year.

Table with columns: Nov. 16, Day's Spot, One Month, Three Months, Six Months, One Year.

STERLING INDEX

Table with columns: Nov. 16, Previous, Change. Rows for 8.30 am, 10.00 am, 11.00 am, Noon, 1.00 pm, 2.00 pm, 3.00 pm, 4.00 pm.

CURRENCY RATES

Table with columns: Nov. 16, Bank Rate, Special Drawing Rights, European Currency Unit.

CURRENCY MOVEMENTS

Table with columns: Nov. 16, Bank of England Index, European Currency Unit.

OTHER CURRENCIES

Table with columns: Nov. 16, £, \$, DM, Y, S, P, H, F, L, C, S, B, P.

EXCHANGE CROSS RATES

Table with columns: Nov. 16, £, \$, DM, Y, S, P, H, F, L, C, S, B, P.

BASE LENDING RATES

Table with columns: Nov. 16, 1 month, 3 months, 6 months, 12 months.

MONEY MARKETS

Slightly firmer tone

LONGER TERM interest rates had a firmer tone on the London money market yesterday with one-year interbank rising to 14.14% per cent from 14.1% but the important three-month rate was unchanged at 15.1% per cent.

14% per cent and £24m Treasury bills in band 2 at 14% per cent. Late assistance of around £15m was also provided.

FT LONDON INTERBANK FIXING

Table with columns: 3 months US dollars, 6 months US dollars.

MONEY RATES

Table with columns: Nov. 16, Overnight, 7 days notice, One Month, Three Months, Six Months, One Year.

The Autumn Statement by Mr John Major, the UK Chancellor, was slightly more pessimistic than expected, but the market drew some comfort from yesterday's further comment by Mr Major that interest rates will come down as inflation starts to fall.

On Life trading in sterling based instruments was routine. March short sterling futures held within a narrow range of 88.00 to 86.10, before closing at 86.02 against 86.18 previously.

Call money fell sharply to 7.25 per cent from 7.65 per cent on the Frankfurt money market, as banks remained well supplied with liquidity.

FINANCIAL FUTURES AND OPTIONS

Table with columns: Nov. 16, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec.

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WORLD INDUSTRIAL REVIEW The Financial Times proposes to publish this survey on: Monday, 8th January, 1990 For a full editorial synopsis and advertisement details, please contact: BRIAN HERON Regional Manager on 061 834 9381 (telex 666813) (fax 061 832 9248) or write to him at: Financial Times, Alexandra Buildings, Queen Street, Manchester M2 5HT

GOLD Time to buy? Call for our current views

JOTTER PAD

CROSSWORD

No.7,092 Set by GRIFFIN. 1 Those waiting for proper behaviour when eating? (5) 2 Can money off include credit? That's magic! (10) 3 One travelling by air from Rome (Gwyneth Green) (5) 4 Artificial fly for a spider? (7) 5 Counterfeit resigned after slipping below deck (5,8) 6 Daring models reuse one after arrival (18) 7 A regulator to watch (10) 8 Musical takes wine home in it (8) 9 Admit fellow once damaged outside of vessel? (7) 10 Supporter has time for unruly child (4) 11 Medieval treachery but lacking fire (4) 12 Call out RAC after breaking adding machine! (10) 13 Imitates Wren when ordering a drink (5,7) 14 Debauched men making love in French streets (5) 15 Lift tank into shelter after starting engine (7) 16 Going without nothing has meat on the cloth (7) 17 Initiates Wren when ordering a drink (5,7) 18 Woodkilder nurse and I found in new car (7) 19 Person with wireless set staggered into ship (8) 20 Married fool after church service (4)

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WORLD STOCK MARKETS

Table of world stock markets including sections for Australia, Canada, Europe (UK, France, Germany, Italy, Spain, Switzerland, Sweden), Japan, and South Africa. Each section lists various stocks with their prices and changes.

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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

2pm prices November 16

Main table containing stock prices for various companies, organized in columns with headers for stock name, price, and change.

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices with columns for 25-Month High, Low, Stock, Div. Yld., % High, % Low, and % Change. Includes a 'Continued from previous page' note.

NASDAQ NATIONAL MARKET

2pm prices November 16

Table of NASDAQ National Market prices with columns for Stock, Bid, Ask, High, Low, Last, and Change. Includes a 'Continued from previous page' note.

When there are small changes in the current price, but not the last trading day, when a split or stock dividend amounting to 25 percent or more has been paid, the high and low prices shown are for the new stock only. Unless otherwise indicated, the data are annual observations based on the latest distribution.

AMEX COMPOSITE PRICES

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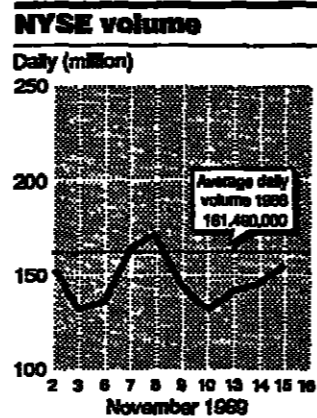
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AMERICA

Dow drifts lower despite trade deficit figures

Wall Street
WITH double-digit moves in either direction on Tuesday and Wednesday, the equity market has not made much progress this week and yesterday it drifted down in low volume, writes Janet Bush in New York.

view. Last week, it lowered the equity weighting in its Small Aggressive Fund Model, its benchmark portfolio, to 60 per cent from 70 per cent, and yesterday it announced that it was moving the cash portion of its portfolio into bonds.



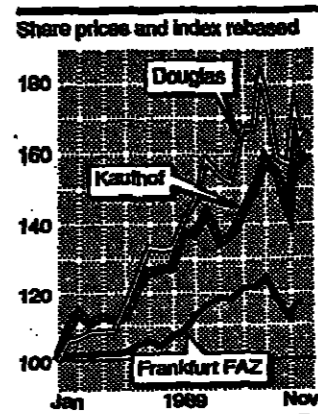
NYSE volume
Daily (million)
Average daily volume: 161,400,000

Dun & Bradstreet, the most actively traded issue on the New York Stock Exchange during the morning session. Its share price slumped 8 1/2% to \$24 1/2 after the company said that a planned overhaul of its credit services business would reduce earnings per share by 10 per cent next year.

Continental retail stocks surge as tills keep ringing

Increased consumer spending and international links have lifted the sector, writes Alison Maitland

AT A time when business on the British high street is looking distinctly gloomy and consumer demand is slowing in the US, retailers on the Continent are finding plenty to smile about.



Share prices and index rebased

The big three West German department stores have climbed 5% per cent on average, compared with a rise in the FAZ index of 17 per cent. Even before the influx from the East, investors had been anticipating the benefits of next year's DM250m tax cuts and the new year round of trade union negotiations, which could lead to wage increases of between 5% and 6 per cent.

The big department stores such as Kaufhof, Karstadt and Herten may look a little expensive for young East Germans. But their shares have been attracting foreign interest because of their real estate holdings. Karstadt, for example, is estimated to have an asset value of DM1,000 per share, against a market price of DM50.

EUROPE

Corporate results return to the limelight

COMPANY results, or the anticipation of them, combined with other initiatives to give some markets a more active look yesterday. Others were less inspired, writes Our Markets Staff.

tion that its Belgian parent, Solvay, might bid for the shares it does not own. Volume stayed biggish at DM5.8bn, but nowhere near Monday's DM9.7bn, and some share price movements were quite indiscriminate. Daimler, for example, gained the same DM21 (to DM488) as VW, but it did so on a slight decline in nine-month net and in turnover of DM202m against VW's DM626m.

performance and one analyst suggested that turnover would be a modest FF2.2bn, of which about a third could be attributed to special situations. Eurotunnel was the main feature, rising FF13.15, or 7 per cent, to FF747 after a drop of 17 per cent in two days. Bargain-hunting and some short-covering followed a newspaper article pouring cold water on stories that the Channel tunnel group was in trouble and that a large French investor planned to pull out. The Commission des Opérations de Bourse said it would investigate the sharp fall on Tuesday and Wednesday.

Bon Marché, which denied speculation that it intended to sell its furniture retailer Conforama, lost FF43 to FF1,000, while Conforama remained suspended as excessive demand continued. The OMP 50 index closed 5.04 higher at 500.65 and the CAC 40 real time index was up 13.38 at 1,830.01.

MILAN opened the December account with a 3.48 rise to 655.95 in the Comit index in moderate volume, but there was a wary undertone as the market looked at over L1,000bn of capital raising operations. Apart from the launch of rights issues from Mediolanica and Gemina yesterday, the market has seen an undersubscription at Olivetti, a long delay in the planned funding by the state telephone company, Sip, and a reduction in price from L2,560 a share to L2,650 by Pirelli SpA.

FRANKFURT responded to a batch of company news yesterday, renewed its love of cross-frontier connections and recovered virtually all of Tuesday's and Wednesday's losses. The DAX index, which fell 32.90 over those two days, jumped 31.52 or 2.1 per cent to 1,529.58 after a 7.74 rise to 1,537.27 in the FAZ at mid-session.

STOCKHOLM stemmed its recent sharp losses, ending mixed in anticipation of good interim figures. Volvo's restricted B shares closed SKr1 up at SKr434 before it reported a 13 per cent rise in nine-month profits, and a change of chief executive, Frode B. Skjott.

MILANO opened the December account with a 3.48 rise to 655.95 in the Comit index in moderate volume, but there was a wary undertone as the market looked at over L1,000bn of capital raising operations. Apart from the launch of rights issues from Mediolanica and Gemina yesterday, the market has seen an undersubscription at Olivetti, a long delay in the planned funding by the state telephone company, Sip, and a reduction in price from L2,560 a share to L2,650 by Pirelli SpA.

AMSTERDAM was lifted by the US trade deficit, but volume remained very low and most activity was again confined to the professionals. The CBS tendency index closed 1.6 higher at 179.8.

HOOGOVENS, the steel stock which has been depressed by heavy union wage demands,

Consumer spending is good in Germany because, for the seventh year, were in an economic upturn and people feel quite relaxed. . . knowing that next year they'll get another tax cut," says Mr Jens Wiewicking of Merck Finck, the West German private bank.

The big French department stores, such as Galeries Lafayette and Printemps, have also benefited from enthusiasm for their land holdings in central Paris, as the rising price of commercial

ASIA PACIFIC

Speculative issues help Nikkei peak again

Tokyo
CHEERED by the overnight rise in New York and receding fears of higher interest rates, Japanese equities reached a fourth consecutive record yesterday, writes Michiko Nakamoto in Tokyo.

direction. Institutions were sidelined before the release of US trade figures for September. With individuals leading the market, "the menu keeps changing every day," said Mr Masami Okuma at UBS Phillips & Drew. The greater number of losses over gains indicated that "it really wasn't as good a market as it looked."

to centre stage with strong gains, partly as laggards and partly on higher gold prices. They followed the lead of investment in gold for the first time. Yasuda Fire and Marine was third in volume with 32.6m shares and gained a hefty ¥120 to ¥1,890. A group of speculators was said to be buying.

Its shares rose 16 cents to A\$5.06, ANZ made 6 cents to A\$5.46 and National Australia Bank gained 4 cents to A\$6.74. Among the movers and shakers, Adsteam rose 20 cents to A\$7.44 and News Corp surprised the market by adding 15 cents to A\$12.35 after a 58 per cent drop in first-quarter profits due to initial losses at Sky Television and the Australian pilots' dispute.

HONG KONG received its potential support too late in the day and the Hang Seng index eased 3.98 to 2,789.51 in turnover. HK\$39m lower at HK\$281m. Hong Kong Telecom, which announced a 30 per cent rise in half-year net profits after trading closed, shed 5 cents to HK\$4.57.

FT-ACTUARIES WORLD INDICES

Table with columns for National and Regional Markets, Wednesday November 15 1989, Tuesday November 14 1989, and Dollar Index. Rows list various countries and indices like Australia, Austria, Belgium, Canada, Denmark, Finland, France, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Spain, Sweden, Switzerland, United Kingdom, USA, Europe, Nordic, Pacific Basin, Euro-Pacific, North America, Europe Ex. UK, Pacific Ex. Japan, World Ex. US, World Ex. So. A., World Ex. Japan, and The World Index.

Royal Insurance advertisement. Features a crown logo and the text: 'Royal Insurance THIRD QUARTER RESULTS'. A list of key performance indicators: Estimated claims of some £40m from Hurricane Hugo, Earnings per share up from 16.2p to 19.1p, Premium income up 18% to £3,543.1m, Investment income up 24% to £373.8m, Capital and Reserves up 19% to £2,534m, Net assets per share up from 441p to 527p. Individual shareholders will be offered the opportunity to hold Royal Insurance shares in a Personal Equity Plan.

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How to get round the resignation threat

By Michael Dixon

THANKS to the wisdom of readers this column can today take a further step towards a cherished aim. It is to reduce job interviews centred on trick questions to the condition of two tape-recorders talking to each other.

My hope is that, in the end, every such question will be countered by an equal and opposite trick answer. Then recruiters at large may at last concentrate more on finding out how candidates are practically qualified for the job at issue, than on trying to trap them into disqualifying themselves with a verbal error.

By "trick" questions, I do not mean solely those that are asked with the deliberate object of fooling the interviewee. The term also covers questions which, even though put with the best of motives, are hard for candidates to answer in any way without destroying their chances of the job.

For the benefit of anyone not in the congregation when I appealed for help with the project a fortnight ago, I will repeat that a common example is: *What are your interests outside work?*

Research indicates that for every employer who favours a particular leisure-time activity, a dozen or

more are likely to be hostile to it. Candidates declining to cite any may well be ditched as probably indulging in the unspeakable. Hence the only safe option is to answer: "Healthy and normal."

But the latest example on which I sought readers' advice is not so simply dismissed. It is: *What issues would you resign over?*

Forty-three of you have kindly responded. Only a dozen propose riposte best summarised as "Get knotted" which, however justified, are perhaps impolitic. Even so the majority, while having no difficulty in solving the problem in theory, stop short of doing same in practice.

The answering strategy advocated by most theorists is to name something so universally condemned as evil that everybody would instantly resign over it. But what that something might be, remains obscure.

One of the few who offer a pointer remembers a TV interview in which Shirley Williams, a founder of the United Kingdom's original Social Democrats, was asked on what issues she would resign from the leadership of her party. Her answer was: "If it decided to restore capital punishment."

Alas, Mrs Williams was in a relatively easy position. All she had to beware of was antagonising people with broadly similar beliefs. Enthusiastic hangers were, if anything, even less likely ever to side with her party than it was to bring back the gallows.

Seekers of high-ranked jobs are less lucky. If they are to survive as candidates, any resignation issue they cite will probably have to gain the private - which need not be the same as the public - approval of several top executives apt to hold conflicting views on any specific matter of ethics at least. And the only result of naming purely abstract evils, like gross moral turpitude, will usually be a demand for specific instances.

Happily, although lack of an adequately universal anathema precludes a one-line counter, Michael Giffkins of the Logica Consultancy has suggested a longer route to the same end. It is to send the interviewer's inquiry into a loop of the "There's a hole in my bucket, dear Liza" type.

A prototype libretto, admittedly short of polish, might go as follows:

What issues would you resign over?
 Any which conflicted intolerably with my personal values.

What are your personal values?

They boil down to a belief that we all have a duty to make the world better, not just for ourselves, but for our successors.

What does that mean for companies?

That besides ensuring their short-term success, they should be mindful of issues decisive to their health in the future.

What issues are those?

The ones I'd resign over.

computer systems, preferably including first-hand selling, is required. Experience in advertising and other aspects of publishing would be an advantage. Most important of all, candidates should have demonstrable commercial flair.

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A graduate or equivalent in an engineering or science subject, you will have a substantial track record within the operational or technical function of a service/supply industry. You must be capable of translating technical strengths or needs into a commercial opportunity and you should be able to present your ideas persuasively at senior level. Previous business skills training is desirable. Ref: JSA/2/FT.

All posts require a flexible and highly motivated approach, with a commitment to meeting deadlines. You should also be prepared to travel both within the UK and abroad. In addition to salaries, benefits include contributory pension scheme, company car, BUPA and staff restaurant.

If you feel you have the drive and professionalism to achieve in this demanding environment, we would like to hear from you. To apply please send your c.v., quoting appropriate reference number and listing any companies to whom your application should not be sent, to:

John Smith, Succession Planning Associates
 34 Old Queen Street, London SW1H 9ELP. Fax: 01-233 0456

SPA
 SUCCESSION PLANNING ASSOCIATES

CURRENCY OPTIONS TRADING

Analyst £Neg. to £45,000+
 A major US bank seek a highly numerate graduate (Maths, Comp. Science etc.), with at least several years experience gained in the above mentioned area. This will be an analytical role to support the trading area, calling for very sophisticated computer modelling, plotting curves etc.

AIRCRAFT-PROPERTY-PROJECT-LEASING FINANCE

We have vacancies with international and UK merchant banks seeking graduate bankers aged 25-34 years, with at least three years experience gained in any of the above-mentioned specialist areas. This experience must include marketing/negotiating skills and the necessary technical ability to credit, documentation, pricing etc.

Manager	UK Project with Aircraft Finance knowledge	to £45,000
Manager	Aircraft Finance. UK and European	to £50,000
Senior Manager	Aircraft Finance. Sophisticated global financing	to £75,000
Property Finance	UK big ticket mega-projects	to £40,000
Property Finance	£1m-£10m range. Short/medium term business	to £30,000
Aircraft Trainee	Good Lease/Marketing skills	to £25,000
Marketing Manager	UK Big Ticket Leasing experience	to £45,000
Marketing Manager	Medium - Big Ticket leasing	to £40,000
Assistant Manager	Merchant banks seeks two leasing graduates	to £30,000
Lease Broker	Two Medium ticket marketing trainees	c £25,000
Sales Aid/Vendor	Marketing Vendor Programmes	to £30,000
Ops. Manager Leasing	Credit, Docs, Repos, Systems support etc.	to £30,000
Credit Manager	Strong leasing underwriting skills	to £30,000
Credit Manager	Five years leasing appraisal new business etc.	to £25,000

Please send detailed cv's or telephone on: 01-588 3991.
 All enquiries will be treated in the strictest confidence.

OLD BROAD STREET BUREAU LTD
 STAFF CONSULTANTS
 65 London Wall, London EC2M 5TU
 Tel: 01-588 3991, Fax: 01-588 9012

EUROPEAN MARKET ANALYST

London to £40,000 + car

ONE OF THE world's largest and most respected electronics and technology-based international enterprises is about to establish a European head office. The office will be located in London and will provide co-ordination, support and information to the group's existing European businesses - over 30 companies employing 4,000 people in nine countries.

This is the first external appointment within that office. You will be responsible for establishing an information infrastructure at both the macro (economic, political, social issues and changes) and the micro (industry, market and competitive trends) levels.

In addition, you will work with the Head of Corporate Planning & Marketing in defining and

implementing the group's business strategy in Europe by the identification of major opportunities based on new products, new technologies and new markets.

You will probably be in your late 20s or early 30s with a good first degree (perhaps Economics) and, ideally, an MBA, and will have European marketing, market analysis or market consultancy experience - ideally in a blue-chip technology-based environment. European language ability would be an advantage.

The appointment is a major opportunity to develop an international business career within a world-class organisation.

To apply, please send a brief cv, in confidence, to Mike Brown, Ref: 3843/MAB/FT, PA Consulting Group, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

PA Consulting Group

Creating Business Advantage

Corporate Finance

Analyst to £28,000+ Benefits

A European bank currently seeks to strengthen its recently established corporate finance department with the recruitment of a young banker to work on LBOs, MBOs, M&A and corporate advisory assignments. The team is active in cross-border transactions and has closed both public and private deals for both UK and European clients. The bank can act as adviser and as principal and can provide both senior and mezzanine finance. The bank is normally a sole adviser and frequently lead manages the arranging and underwriting of structured financings.

A vacancy has been created for a young analyst to work on transaction analysis and structuring and to assist in negotiation. You will also be responsible for the writing of information and sales memoranda, acquisition profiles and prospectuses.

You will be a graduate aged 24-29 and may

already be working for the special finance team of another bank. You may have benefited from accounting or legal training but an understanding of credit and cash flow analysis is vital. Candidates must be computer literate.

Personal qualities are important: the bank seeks enthusiastic, entrepreneurial and innovative individuals with a positive and committed approach. The bank will reward the successful candidate with an attractive salary and benefits package. It is anticipated that the role could develop into a full marketing and originations role within 18 months.

Interested applicants should contact Charles Ritchie on 01-831 2000 or write to him at

Michael Page City,
 39-41 Parker Street,
 London WC2B 5LH.



Michael Page City
 International Recruitment Consultants
 London Paris Amsterdam Brussels Sydney

INVESTMENT MANAGEMENT

Swiss Bank Corporation Portfolio Management International is an active and rapidly developing fund management group, based in London SW1, which enjoys a high reputation for the quality of its services. Continued growth has created the need for two young professionals to join a small team of Fund Managers.

Assistant Fund Manager

You will be a graduate in your twenties who has already gained a sound introduction to investment activities, probably through investment research. Strong analytical skills are essential, along with an ability to communicate effectively both verbally and in writing.

Economist

You will work closely with the Head of Fixed Income in formulating strategy as well as providing regular analytical support to the Portfolio

Managers. A strong theoretical background in economics is required and some previous experience in the financial markets would be an advantage.

These positions offer excellent prospects for career development in a growing company which is part of one of Europe's most prestigious financial institutions. A competitive salary will be enhanced by a benefits package which includes bonus, mortgage subsidy and non contributory pension.

Please write in strict confidence, with full personal, career and salary details, to: Sue Jackson, Human Resources, Swiss Bank Corporation, Swiss Bank House, 1 High Timber Street, London EC4V 3SB.

Swiss Bank Corporation
 Portfolio Management International

Head of Corporate Lending & Trade Finance

up to £50,000 + Car + Normal Banking Benefits

Our client is a well established merchant bank involved in a wide range of corporate banking activities with particular expertise in property and trade finance.

The bank has been strengthening its management in conjunction with a major push into new areas, and this position, reporting directly to a director is seen as an integral part of the process. Key responsibilities are as follows:

- The organisation and motivation of a team of corporate banking officers, supervising overall marketing strategy and some client contact.
- The supervision of systems and general disciplines regarding credit, administration and general control.
- Overseeing the smooth running of the trade finance operation and dealing with major clients.

The ideal candidate will come from a corporate lending environment with a broad knowledge of trade finance. A strong credit background is essential. This manager will play a key part in the development and evolution of corporate banking activities in this fast-changing institution. Salary and benefits will be set at highly competitive levels.

Interested candidates should contact Kevin Byrne on 01-248 3653 (or 076 382728 evenings/weekends) or write, sending a detailed CV to the address below (or use our confidential fax line on 01-248 2814). All applications will be treated in the strictest confidence.

76, Watling Street, London EC4M 9BJ

BBM

Tel: 01-248 3653

ASSOCIATES

CONSULTANTS IN RECRUITMENT

Jonathan Wren International

SENIOR PROJECT FINANCE OFFICER MIDDLE EAST

Our client's Project and Trade Finance Division is concerned with the following activities:

- structuring financial packages based on project evaluation and projected cash flows;
- securing lead mandates and management positions for project loans and negotiating management groups forming syndications;
- preparation of information memoranda and negotiating international loan and guarantee agreements.

Candidates should be in their late 20's or early 30's and should have had practical experience of international syndicated loans and buyer and supplier credit facilities, and be well familiar with supporting documentation requirements. A thorough knowledge of credit and syndicated loan facilities is essential.

Candidates are likely to have obtained the requisite experience in a leading merchant or investment banking environment. Alternatively they may be working in the Finance Department of an international petroleum company.

The successful candidate will work together with highly qualified and experienced colleagues of different nationalities. He will be offered an exciting and rewarding opportunity to acquire an in-depth knowledge of the financing of petroleum related projects.

Our client is a leading international financial institution located in the Eastern Province of Saudi Arabia. The appointment will be for an initial two year contract, renewable. In addition to a substantial tax-free salary, there is a comprehensive expatriate benefits package.

Interested applicants should forward a detailed curriculum vitae to Brian Jarvis or telephone as below.

Jonathan Wren

Recruitment Consultants
No. 1 New Street, (off Bishopsgate), London EC2M 4TP
Telephone: 01-623 1266 Fax: 01-626 5258

Structured Finance

We are seeking to recruit an Assistant Director to join the Structured Finance team within Morgan Grenfell's Banking Division.

As part of our successful team you will principally be responsible for structuring and transacting deals in the areas of tax-based and off balance sheet finance. Opportunities will arise for marketing and acquiring new business and for developing new products in response to specific client requirements. An emphasis will be placed on an innovative approach to problem solving.

The successful candidate will be in their late twenties and will have a high degree of numeracy and PC spreadsheet experience. An accounting or legal qualification, credit skills and relevant banking experience (particularly in the field of structured finance) will be significant advantages.

There is an attractive remuneration and benefits package. Please contact, giving full career details:

Mark Heyes
Morgan Grenfell & Co. Limited
23 Great Winchester Street
London EC2P 2AX
Tel. 01-588 4545

**MORGAN
GRENFELL**

CORPORATE BUSINESS DEVELOPMENT

SALARY RANGE £22K-£32K + LONDON ALLOWANCE + CAR

Girobank is one of the country's leading financial institutions with over 2 million private customers and a growing corporate portfolio.

In our most important challenge to date, we are now preparing to enter the private sector and so need to add another finance professional to our business development team. This team manages the expansion of our Key Accounts in London, which is vital to our future growth.

In joining the team as Relationship Manager, you will be making an important contribution to our success by developing business within some of Britain's leading blue chip companies. You will liaise with clients at senior levels, offering a full range of clearing bank products and your role includes both servicing existing clients and developing new contacts.

It is important that you are comfortable with complex negotiations at Senior Group levels and you will be expected to put together financial packages that meet

each client's individual needs. And although you will be fully trained in our products and methods, you should have a good understanding of sales within the Corporate Financial Services market.

As befits this high profile role, your starting salary will be supported by benefits which include a company car and relocation assistance where appropriate.

Please write with full CV or alternatively telephone for further information and an application form to: Paul Wildes, Resourcing Manager—Profit Centres, Girobank plc, Boole, Merseyside GIR 0AA. Tel: 051-966 2487.

 **Girobank**

Manager of Compliance (IMRO/LAUTRO)

Berkshire

c£30K + Excellent Benefits

Our client, a fast growing and innovative Financial Services Group, seeks to appoint a high calibre professional as Manager of Compliance. With over 170 branches throughout the UK, the company offers a comprehensive range of personal banking and insurance services.

Reporting to the Company Secretary and with access to the Chief Executive Officer, the successful candidate will be responsible for co-ordinating and managing the compliance function to ensure conformity with the Financial Services Act and the regulations of LAUTRO and IMRO. This is a key appointment within the Company, which has a strong commitment to compliance.

Ideally, candidates will have 1-2 years' Compliance experience, gained within a similar

organisation or regulatory body. Good technical knowledge is essential as well as excellent organisational skills. As important as these will be, personal qualities; candidates must have an independent and robust personality together with a confident, proactive approach.

The importance of the position is reflected in the excellent remuneration package which includes a generous base salary and outstanding benefits, including executive car, subsidised mortgage, non-contributory pension, BUPA, life and disability insurance, corporate sports facilities etc.

For further information please contact Kazin Clarke on 01-831 2000 or write to her at

Michael Page City,
39-41 Parker Street,
London WC2B 5LE



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Brussels Sydney

FINANCIAL MARKETING

Life Assurance Product Development Glasgow to £25k Car, pension, mortgage and bonus

With a reputation for innovation and a consistently outstanding record of investment performance our client is now poised to take advantage of a massive new potential market. A proposed close business relationship between themselves as a highly respected Scottish Life Office and a national financial services organisation will give them a secure and extensive distribution channel for the group's life and pensions products.

To capitalise on this they wish to expand the young product development team. Reporting to the AGM (Development)

you will be responsible for identifying market opportunities, developing the product which requires financial and actuarial awareness and, most importantly, ensuring the admin and sales operations have the procedures in place to handle the business which the new product achieves.

Ideally you will currently be in marketing or product development in a financial services company with experience of unit linked life products. You will have the maturity and management skills to ensure the marketing, admin and sales departments are willing to help and, whilst formal qualifications would be preferred, experience and success in a similar or related field is more important.

To apply, please send your detailed CV stating current salary to Douglas Kinnaird, CA, quoting Ref: 3875/FT or telephone his secretary for an application form. PA Consulting Group, Number Two Blythswood Square, Glasgow G2 4AD. Tel: 041-221 3954. No details will be divulged to our client without candidates' consent.



Creating Business Advantage

Executive Recruitment - Human Resource Consultancy - Advertising and Communications

Head of Investment

Isle of Man Package around \$150,000

Our clients are professional managers of insurance companies. They are recognised as innovative and influential leaders of an important sector of the international insurance market.

Among the firm's main responsibilities is the management of the investment of funds currently valued at over U.S. \$650 million. Supported by a small investment department, and with access to advice from specialists in the financial markets, the Head of Investment will agree policy with and report on investment performance to Boards of the insurance companies at meetings all over the world.

Candidates must have a substantial and successful background in banking, investment, treasury or general financial management. Age is not a material factor, the need is for an articulate and personable individual with the stamina to cope effectively with daily investment management despite an extensive travel programme and with the presence and know-how to engender confidence among business leaders.

This high profile position requires a candidate worthy of senior status and an initial remuneration package of around \$150,000.

Please write in strictest confidence, enclosing a CV to: Stuart Holden, Director, ABGH Advertising and Recruitment Services Limited, 87 Jermyn Street, London SW1Y 6JD.

**ABGH Executive
Recruitment**

HEAD OF ECONOMICS AND FORECASTING BRANCH

c £40,000

Under privatisation the National Grid Division of the CEBG will become a separate company under the ownership of the twelve regional distribution boards. In preparation for this event, we are already making changes designed to streamline our operation, and reflect our new role as the central link between the generating and supply companies.

In the key post of Head of Economics and Forecasting, you will be in charge of a multi-disciplinary team of economists, engineers and statisticians responsible for undertaking studies in areas such as the economic forecasting of electricity demand and the broader assessment of customer needs. Naturally you will have a major input to our long term commercial development plans. You will also work closely with all other sections of the privatised industry, and have an important role on our management team.

A graduate in a relevant numerate discipline with substantial senior level experience in one or more of the areas mentioned above, you will initially be based in London, but should be prepared to relocate to

Warwickshire on completion of our new national headquarters in approximately two years time.

A package will be offered commensurate with your experience and including a full range of executive benefits.

To apply, either write with a current CV or send for an application form to the Personnel Officer (Services), National Grid Division, Summer Street, London SE1 9JU. Tel. 01-620 8824. Please quote vacancy number 684/89.

The closing date for applications is 1st December 1989.

As an Equal Opportunities Employer, we welcome applications from men and women, including ethnic minorities and the disabled.



USA EQUITY ANALYST

Our client is a well known, mid-sized international group with a demonstrable record of dynamic growth. An opportunity has now arisen for a USA Equity Analyst to join their performance-orientated investment management team.

The ideal candidate, aged in their late 20's to early 30's, will be able to show a good record of "bottoms up" stockpicking. He or she should be able to work within a prescribed "top-down" strategy and be able to choose individual stocks with selectivity and conviction.

Our client offers a professional working environment combined with competitive compensation.

**R E U B E N
B A R N E S
C O L E**

In the first instance please send a full CV and a covering letter to:
Clive Cole, RBC Advertising,
25 Duke Street, London W1M 5DA
(all enquiries will be forwarded to our client.)

THE INVESTMENT BANK OF IRELAND LIMITED

MARKETING MANAGER Northern Ireland

The Investment Bank of Ireland Limited is part of the Treasury and Investment Banking Division of the Bank of Ireland Group. Its investment management activities involve the management of funds for pension trustees, insurance companies, unit trusts, charities and private clients. Funds under management total approximately Stg£2.75 billion.

As part of the continued expansion of our range of investment services to both private and institutional clients in Northern Ireland, we have an immediate requirement in Belfast for an experienced Marketing Manager.

The successful candidate will be responsible for both devising and implementing a strategy to gain significant amounts of new business from both institutional and high net worth individuals in Northern Ireland.

This is a demanding position which will prove attractive to a highly motivated self starter who must have the ability to understand complex financial investment services.

Applicants should be in the 26 to 30 age group and preferably should hold an honours degree and/or appropriate professional qualifications. They will have gained considerable experience in the marketing of fund management or other financial services.

An attractive remuneration package which will include full banking benefits will be provided.

Please write in complete confidence including career details to date to:-



Mr. F. J. Healy
Head of Personnel
Bank of Ireland
Treasury and Investment Banking Division
26 Fitzwilliam Place
Dublin 2



CAPITAL MARKETS £BILLIONS BORROWER

EUROBOND ISSUES to £45,000 + bonus + car + banking benefits

With some experience of Eurobond deals behind you, prospects for the future look to be less challenging than your outstanding abilities to:-

- * Climb steep learning curves
 - * Make significant innovations happen
 - * Reach unusually high commercial and professional standards
- In addition, to being bright, highly numerate, and naturally good at working with "the grain" in your business relationships, you are an intellectually robust "self-starter", with excellent negotiating skills, who is capable of intense team loyalty.

A corporate treasury or banking professional with good degree and/or professional qualifications has scope to develop the capital markets initial role quickly from Eurobonds and associated documentation, through medium term notes and other tax driven deals including overseas subsidiary funding and the use of financial instruments to minimise the risks of fund raising.

Please send in strict confidence, a comprehensive curriculum vitae including details of current remuneration and a daytime telephone number to:-



Peter Willingham (Ref. 085)
Managing Director
HODGSON IMPEY
SEARCH & SELECTION LTD
50 Pall Mall, London SW1Y 5JQ

BANK ANALYST Standard & Poor's

Standard & Poor's Ratings Group, a part of McGraw-Hill Financial Services Company, is a leading provider of financial analysis to international capital markets. As a result of the growth of our European debt rating activity and the expansion of our London-based analytical staff, we are seeking an analyst to join our team responsible for rating European banks.

The position involves in-depth financial analysis and strategic research on major banks and other financial institutions in the UK, and on the Continent. Analyst's responsibilities include conducting meetings with senior management of major European banks, along with the presentation of analysis for internal rating purposes and for external publication. The position is London based and involves travel throughout Europe as well as to New York.

Qualifications should include at least two years' experience, as an analyst, following banks, working for a financial institution, or regulatory body. Strong communication skills, both written and oral, are essential. Fluency in a major Continental language would be an advantage.

Standard & Poor's will provide considerable training in both New York and London. Compensation is competitive and will vary with applicant's qualifications and experience.



Please forward your resume, with salary requirements, to:
Personnel Director
Standard & Poor's Rating Group
McGraw-Hill Financial Services Company
19 St. Swithin's Lane
London EC4N 8AD

Rare opportunities in Corporate Finance

Specialising in
Small/Medium sized Companies

Johnson Fry is known as the country's leading BES Sponsor. Over seventy companies are now advised on a continuing basis.

We are now expanding our services to small and medium-sized private and public companies by further recruitment to our Corporate Finance Advisory Division, part of our Corporate Finance team of over fifty employees who work closely with Christopher Castleman, Christopher Whittington and Charles Fry.

Applications should only apply if they are looking for a job which they can enjoy in a rapidly expanding and friendly organisation.

We are specifically looking for:-

Head of Division:

with over seven years experience of corporate finance advisory work. The candidate will be in his mid-thirties, professionally qualified and now working at a merchant bank or a large firm of stockbrokers.

Senior Manager:

with over three years experience of corporate finance advisory work, including yellow book/blue book knowledge and experience.

Executives:

with over one years experience in a corporate finance environment with a professional or degree qualification.



Johnson Fry Corporate Finance Ltd



Analysts

As a leading Securities House, our client now forms an integral element within one of Europe's leading banking groups. Fleet Partnership has been retained to assist in the selection of outstanding, ideally Extel rated analysts in the following sectors:

- * Electricals
- * Engineering
- * Food Manufacturing
- * Leisure
- * Oils

In order to qualify candidates will therefore have already built a sound analysis or research reputation in the City.

Contact, in total confidence, Elizabeth Sullivan.

the fleet partnership

Financial Recruitment Consultants, 3741 Bedford Row,
London WC1R 4JH. 01-831 1101 (24 hours)

COMMERZBANK *AG*

Commerzbank is seeking to enhance its existing Spot Foreign Exchange team by recruiting a Senior Dealer. The candidate, likely to be around 30 years of age, will be expected to participate both in intra day trading and in the formulation of strategic views in major currencies. The position will involve working closely within the existing group and requires a flexible approach consistent with the Bank's philosophy of emphasising profitability rather than turnover. A working knowledge of options and forward dealing would be a distinct advantage.

The Bank is offering a competitive remuneration package incorporating a performance related bonus and appropriate fringe benefits.

Please write with career details to Vanessa Lewiston, Personnel Manager, Commerzbank AG, 10-11 Austin Friars, London EC2N 2HE.

£1,000,000+ TALENTED EXECUTIVES NATIONWIDE

The Business Services Division of our Company, backed by an International Financial Institute are able to offer a unique package to those individuals, or groups, who wish to start their own Recruitment Consultancy or Executive Search Companies.

This will be of particular interest to Experienced Recruitment Consultants, Recruitment Managers, Executive Search Consultants and Entrepreneurs. A few of the areas we cover are:

- 1) Set Up of Ltd Companies
- 2) Assisting with The Raising of Finance
- 3) Locating Prime Office Accommodation
- 4) Obtaining Employment Agency Licences
- 5) Cash Flow Forecasts, Projections, Targets and Budgets.

THIS IS NOT A FRANCHISE OFFER

ALL ENQUIRIES WILL BE TREATED IN STRICT CONFIDENCE.

Please contact: David Paton, General Manager, Business Services Division, Hynes Associates Ltd, 77-79 Wells Street, London W1P 3RE Tel: 01-580 5522

DIRECTOR CREDIT CONTROL

GPA Group plc, based in Shannon, Ireland is the world's largest lessor of modern commercial aircraft. It manages a portfolio of 207 aircraft on lease in 31 countries generating annual revenues of over \$2 billion. The aircraft portfolio will more than double in size over the next four years with a related increase in cash flow. To manage and control this growth it is intended to appoint a senior executive to the position of Director, Credit Control.

The successful candidate will head up a small team which will be directly responsible for the monitoring and control of the Group's receivables on a day to day basis. This is an important appointment which will require a high degree of technical expertise together with strong personal characteristics.

The primary requirements are:

- Experience in managing a credit control function with an international dimension.
- The ability to work without detailed direction and with judgement and discretion.
- A strong personality and presence.
- A willingness and ability to undertake extensive international travel, which will be a significant feature of the job.

An attractive remuneration package will be structured which will include a company car, pension scheme and a bonus based on personal and corporate performance. The position will be located at the Group's corporate headquarters in Shannon, Ireland.

Please reply in the first instance with full career details to Mr. Brian Ward, Pent Marwick, 1, Stokes Place, St. Stephen's Green, Dublin 2.

GUINNESS PEAT AVIATION

GPA Group plc · Shannon · Ireland

BOSTON SAFE DEPOSIT AND TRUST COMPANY (U.K.) LIMITED

INTERNATIONAL PRIVATE BANKERS

Salary Circa £45,000

Boston Safe Deposit & Trust Company is one of the top Banks in the U.S. with balance sheet assets in excess of \$13 billion worldwide.

We are currently expanding our international private banking department which caters to discriminating high networth clients. We seek highly motivated sophisticated individuals to market the departments international products and services.

The ideal candidate possesses five years marketing experience in the high networth private client market and is fully versed in the foreign exchange and fixed income markets. Fluency in one or more foreign language would be viewed favourably; extensive travelling will be required.

The position comes with first class banking benefits including a result orientated incentive compensation package, non-contributory pension scheme, reduced rate mortgage, private health cover and company car.

Please write enclosing your CV to our advisor, Stewart Wright, Austin Knight Selection, Knightway House, 20 Soho Square, London W1A 1DS, or telephone 01-439 5780 for further information (01-494 1093 evenings/weekends). Please quote reference 2002/SW/89.

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THE BOSTON COMPANY
Boston Safe Deposit and Trust Company

SWAPS Marketing

Investment Banking, Europe

We have developed a highly successful Swaps Group in London during the last two years and plan to increase our presence in the Swaps Market in Europe. As a consequence, we now seek high calibre professionals to join the existing team.

You will need 1-3 years experience of marketing interest rate Swaps, cross currency Swaps and related products. Additionally, you will be of graduate calibre and have well-developed technical expertise appropriate to Swaps activities. Fluency in another European language would be an advantage.

The rewards are high for people who can succeed in these challenging roles.

In the first instance, please send full personal and career details in confidence, to Karen Petersen, Personnel, The Bank of Nova Scotia, 33 Finsbury Square, London EC2A 1BB. Tel: 01-638 5644.



Scotiabank

SANWA INTERNATIONAL LIMITED

Sanwa International Limited is the London based merchant banking arm of The Sanwa Bank, Limited, the world's fifth largest bank in terms of total assets. Continued rapid expansion of the capital markets operation has led to the creation of the following new positions.

U.K. & EUROPEAN MARKETING:

Vacancies exist for credit trained relationship managers with at least 2-3 years experience of marketing debt products. Established contacts with a wide range of top corporate and bank names is essential. £ - Highly negotiable, depending upon experience.

SWAPS TRADING:

Swaps traders with 2-3 years experience and profitable track record, are required to join an expanding team. An outstanding, performance related, benefits package will be offered.

FINANCIAL ENGINEERING:

Two vacancies exist for highly numerate individuals with experience of structuring bond issues. £ - Highly competitive salary, full banking benefits and performance related bonus.

CREDIT ANALYSIS:

An individual with a formal credit training and 2-3 years practical experience analysing major European corporates. £ - Highly competitive package.

EUROBOND DOCUMENTATION:

Experienced in all aspects of Eurobond documentation, this position requires a flexible and co-operative individual, able to work closely with other team members. £ - Highly competitive package.

To apply for any of the above positions please send your detailed CV to:-

Clive Ashworth
Personnel Manager
Sanwa International Limited
P.O. Box 245, 1 Undershaft
London EC3A 8BR

FINANCE AND BUSINESS MANAGER

FOR LONDON'S LARGEST POLYTECHNIC

Up to £40k plus BUPA and generous performance bonus.

The Organisation
South Bank Polytechnic whose business is Higher Education, is a company with an annual turnover approaching £36m, assets of over £200m, 1500 staff, 10,000 students and externally funded research and consultancy contracts of around £10m.

The Job
Heading a team of sector staff and reporting to the Director, you will be responsible for the business management of the Polytechnic's finance, ensuring the smooth running of the Polytechnic's buildings and services maintaining the property portfolio of the buildings for conferences and summer schools, expanding our already successful trading company activities, and marketing the skill and expertise of the academic staff to industry and commerce.

The Person
We are looking for a Manager with a sound track record in Commerce, Industry or the Public Sector who has successful business and financial experience.

Remuneration Package
The successful applicant can expect a salary of up to £40k plus BUPA and a generous performance bonus scheme.

If you find the challenge of this demanding management position attractive then ring us on 01-928 3512 (answering service 9am to 5pm) or write to the Human Resources Department, South Bank Polytechnic, Borough Road, London, SE1 8AA for further details and an application form.

The closing date for applications is 11 December, interviews will be held in the week commencing 19 December 1989.

Please quote Ref: FML

An Equal Opportunities Employer.



Foreign Exchange Dealer

Move from Corporate Treasury to Financial Services - Talk to us today

c.£25,000 package
London

This major force in international equities is one of the fastest growing and most successful financial institutions in the City.

This new position offers a young corporate treasury dealer an ideal opportunity to advance their career dealing in foreign exchange and taking responsibility for managing positions.

As part of the group treasury, you will provide a service function to both clients and traders, whilst

contributing significantly to the group's profits.

The future could see you moving into securities trading or within the treasury function depending upon your particular abilities and interests. The present will reward you with a generous base salary and a substantial bonus scheme, based on performance.

You should have at least 2 years' experience in FX dealing, preferably in a major corporate and the personality

to enjoy working in a professional and dynamic environment.

To find out more, telephone Fiona Crisp today on 481 8275 between 9.00am and 6.30pm or on 701 5014 between 7.30pm and 9.30pm.

Alternatively, send your CV quoting reference A/0018 to Alannah Hunt Executive Selection Division Price Waterhouse Management Consultants No. 1 London Bridge London SE1 9QL.

Price Waterhouse



DEPUTY GENERAL MANAGER

International Bank

CITY

c. £70,000 + Banking Benefits

Our client is one of the largest Spanish banks, with an enviable reputation in their domestic market. They have maintained a representative presence in London for twenty years, but plans are now well advanced to open a London branch in 1990. The branch will form a key part of the bank's international strategic objectives, and will act as their U.K. arm.

In order to strengthen the initially small, but extremely experienced team which they are assembling, they require an experienced banker to join them as Deputy General Manager. Reporting to the General Manager, the position will play a key role in developing the bank's London presence, and will encompass all management aspects from organisation and control to marketing.

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ACCOUNTANCY COLUMN

Critical analysis of a company's upbeat figures

By David Waller, Accountancy Correspondent

IF SIR Ron Dearing is having difficulties in securing an agreement between the Stock Exchange, the Confederation of British Industry, the accountancy profession and the Government on how to pay for the new accounting standards regime which unofficially bears his name, there is a solution.

He need do no more than send all parties the circular that went out to the unfortunate shareholders of Cray Electronics this week.

The document is the result of a review into the company's accounting policies initiated in August after the company — once a much-fancied, high-flying, hi-tech "wonderstock" — delivered a set of disappointing figures for 1988-89.

On the face of it, those figures were not unimpressive — pre-tax profits rose from £15.1m to £17m. However, the stock market responded by marking the shares down 18p to 140p on the day the numbers were released.

The share price reaction suggests that the market realised there and then that the reported pre-tax profit was somewhat unrepresentative of economic reality.

By digging into the notes accompanying the preliminary results, it was clear to analysts that — after stripping out property profits of £2.59m and profits of £1.9m arising from businesses bought during the year — Cray's trading performance was flat at best. Change the way in which the company had accounted for £3.7m of development expenditure — it had been capitalised — and it could be argued that there had been a drop in trading profits over the period.

Price Waterhouse was then retained by the board to assess whether Cray's accounting policies were "suitable" — i.e. whether they "had a material effect on the results for the year ended April 29 1989" if brought in line with best accounting practice within the electronics sector.

The results of the review appeared on Tuesday this week. Yes, PW found, there was a material effect on Cray's figures for 1988-89. Therefore, restated to reflect the changes recommended by Price Waterhouse, Cray's pre-tax profit for the year ended up being £5.4m instead of the £17.03m that was actually reported. Earnings per share, which had worked out at 12.13p, dwindled to a mere 3.3p.

After sending £3.68m below the line to be classified as an extraordinary loss, Cray was left with a retained deficit of £1.58m, compared with a retained profit of £5.04m as previously announced. The effect of the reclassification dampened the prior year's figures as well: what was once a pre-tax profit of £13.12m ended up being one of only £10.82m.

Although PW spells out that changes in accounting policy do not in themselves affect the underlying business, one result of the review was that the company shelved its plans to pay a final dividend of 3.25p a share, as proposed back in July.

Some of PW's detailed recommendations are as follows:

- The capitalisation of development expenditure should stop forthwith, unless the outlay can be recovered on contracts with third parties. The net effect of that change on the 1988-89 pre-tax profit: a write-off of £4.20m. As

the circular observed: "Whilst the capitalisation of development expenditure is permitted under the relevant Statement of Standard Accounting Practice, the new policy accords with general practice in the sector."

- The "sale and leaseback" property transactions carried out in 1988-89 should be reclassified as finance rather than operating leases. The result: a £2.07m write-off against the pre-tax profit figure.
- "A generally more prudent approach should be adopted towards the point at which income and costs are recognised, particularly in the area of long-term contracts. Price Waterhouse considered that, in a number of cases, profit recognised in 1988-89 should more prudently have been deferred to subsequent periods and that, in other cases, costs should have been written off rather than carried forward. In their view, whilst the group's stated accounting policies are satisfactory, their application should, in certain cases, have been more prudent."

The net result of those changes: another £2.33m docked off pre-tax profits. Yet another £2.69m is deducted as a result of a review of post-balance sheet events, reflecting increased provisions on the company's main long-term contracts. Extraordinary items are bolstered by a charge of £2.32m in anticipation of the costs of closing two businesses, and by a further £550,000 to cover professional fees due as a consequence of the accounting policy review.

It is not surprising that merger accounting gets a mention too. "The

use of merger accounting should be restricted to acquisitions in which the commercial substance of the transaction justifies this approach," PW recommended, but prior years' figures were not restated to reflect a move to acquisition accounting.

Academic accountants often argue that accounting policies — particularly when there is a degree of disclosure — do not actually matter, insofar as investors are capable of going beyond the reported figures. To an extent, that is true in the case of Cray. The most controversial policy of all was that of capitalising research and development expenditure — and that policy had been consistently disclosed in the company's annual reports.

But it is nonsense to argue that markets are perfect and that the share price somehow "impounded" the correct valuation of the company at the moment the figures were released last July.

Over the four months since then, the shares fell to 53p — the level at which they were suspended on Monday — less than a third of the price in July.

The decline over that period reflected investors' increasing suspicions about the quality of the company's figures past and present, that is, their reliability as a basis on which to draw conclusions about the company's ability to generate cash and pay plump dividends over the long term. A more accurate picture only emerged with the circular this week.

It is noticeable that at no point does PW say that the company failed to comply with the appropriate State-

ment of Standard Accounting Practice. Point by point, the company and Ernst & Young, its auditors, could probably have justified every accounting treatment. Taking the big picture, however, it is clear that the figures released in July were misleading.

Cray seems typical of a certain type of UK company which was able to grow very fast during the bull market, earnings driven onwards and upwards by acquisition after acquisition, the whole process helped along by dollops of imprudent accounting. And now for Cray — as for many other former "go-go" stocks — difficult industry and market conditions mean that the music has stopped.

The report into Cray is a testament to what a UK company can achieve without actually breaching the accounting rules that prevail in this country. That is an indictment of both the UK's accounting regime and of the UK capital markets. It is an invitation to Brussels to slap down a set of *dirigiste* accounting standards, thus abolishing all that is commendable in the judgmental Anglo-Saxon approach.

The Dearing regime — envisaging the setting up of a Financial Reporting Council and a review panel — will give authority to accounting standards. It will also have the influence to come down hard against those companies which fail to conform to those standards.

It should be encouraged and those negotiating the financing for the new regime should realise where their longer-term interests lie and — with the Cray story at the forefront of their minds — make Dearing happen soon.

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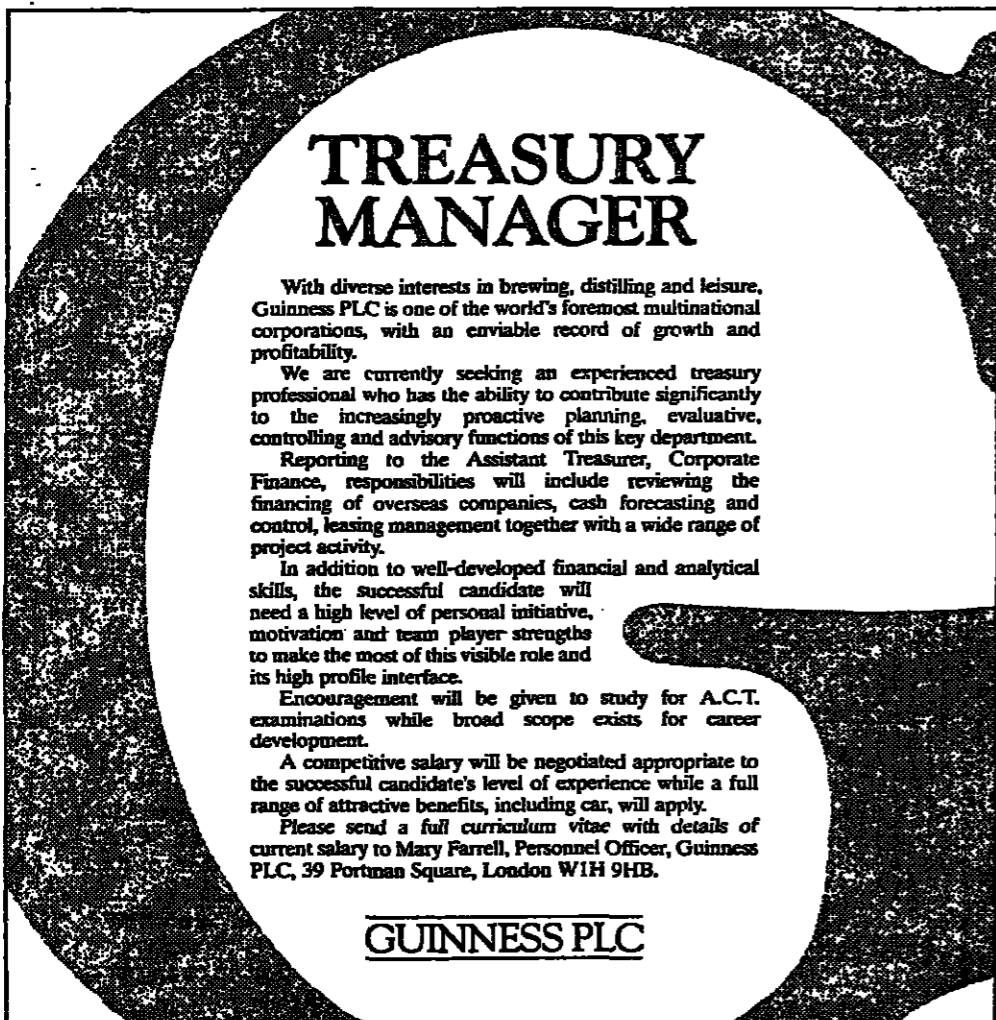
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From inheritance tax and estate planning to share option schemes and executive remuneration packages, the department provides creative solutions to a diverse range of private clients. Pre-requisites for the role of partner designate will be a strong technical background in all aspects of financial planning, allied to strong management skills and the ability to market the firm's services.

Corporate Tax

The department attracts quality assignments in corporate and international tax planning, including floatations, group re-structuring and significant acquisitions and disposals. The role of partner designate will involve control of a portfolio of clients ranging from the entrepreneurial private business to the large multi-national. The individual appointed will be responsible for a team of staff and will play an essential role in the overall direction and development of the tax practice.

Suitable candidates are likely to be currently at Senior Manager or Salaried Partner level. With an excellent remuneration package and unlimited career prospects, these positions represent an outstanding opportunity to join Hacker Young during a period of rapid growth.

For further information contact: Nicki Corner or Mark Brewer on
(01) 936 2040

or write to Brewer Morris, Ludgate House, 107 Fleet Street, London EC4A 2AB.
Evenings and Weekends (01) 326 1516, (01) 603 0903.

Hacker Young

IMRO Senior Compliance Officers

IMRO is one of five SROs recognised by the Securities and Investments Board with responsibility for the regulation of investment management in the UK. Included within the IMRO Compliance Department's activities are:

- * Regular inspections of IMRO members to ensure that investors are adequately protected
- * Carrying out special investigations where there is investor risk concern
- * Regular contacts with Members
- * Projects related to the development of Conduct of Business Rules.


There is currently a requirement for a number of high calibre professionals to join the existing team.

Candidates will be:-

- * Graduates, probably with an accountancy qualification
- * With first-class interpersonal skills
- * With knowledge of financial services
- * Keen to enhance their career in a high profile role, working in a fast moving professional environment.

Prospects with IMRO are excellent as is the remuneration package which includes an excellent base salary and mortgage subsidy. Interested candidates should contact Karin Clarke on 01-831 2000 or write to her at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Brussels Sydney



Newly Qualified - Group Accountant

Central London **c. £27,000**

With diverse and truly global interests, this highly acquisitive £multi-billion British industrial group experienced increased profits of over 40% in 1988.

Based at the Group head office, and with responsibility to the Board, you will work as part of a small team responsible for the critical business analysis of all subsidiary companies. This is a project based role that offers a considerable degree of variety and autonomy. You will work closely with operational management across issues as diverse as:

- ▲ Acquisition appraisals
- ▲ Investment Analysis
- ▲ New product development
- ▲ Business analysis

A formal induction programme will ensure that you make an early impact and are swiftly able to apply your technical skills in this broad based commercial setting.

Career prospects are excellent as the position is viewed as an early route to line management. For further information contact Andrew Livesey on 01-404 3155 at Alderwick Peacock and Partners, Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6QA. Fax: 01-404 0140.

Alderwick Peacock & PARTNERS LTD

Financial Controller

FD Designate

£300m Group

North of England

This large mixed activity group has an unsurpassed record of revenue growth and profit achievement. Due to expansion and internal promotion our client is able to offer excellent prospects within a well established company in the capital equipment manufacturing field.

Based in the North of England, it is a key position requiring a "visionary" outlook integrating product rationalisation and improving/measuring cost efficiency within this company. The formulation of forward plans and the close interface with the company's and group's directorate is an important feature of this position which, conversely, requires a "hands-on" practical approach. A starting salary of £20,000+car+profit incentive scheme is envisaged but should not deter application from exceptional candidates. Included is an excellent range of big company benefits plus the opportunity for further progression within the Group.

For confidential consideration for this important position you should either ring 0533 47065 (24 hour answering machine) quoting reference number 025189 to request an application form or alternatively write to Nicholas C Jenkins at LINK Management Selection, 2a New Walk, Leicester LE1 6TR.

LINK

Finance Controller

LONDON, PACKAGE c£35,000 + CAR

This is a new role and a key appointment in the continuing development of this highly entrepreneurial, market-led, financial services group. Our client has established itself successfully in a niche market and has ambitious plans for continued growth.

Responsible for the full finance function, a key initial objective will be the consolidation and development of the accounting procedures and systems which may involve restructuring the department. In this hands-on role, you will give financial direction to the company, ensuring that sound financial controls and effective

systems are established and refined to meet current and future needs. You will be expected to participate in the strategic development of the group, which in the longer term is expected to lead to a Board appointment.

This unusually demanding appointment calls for a commercial Chartered Accountant who can support and contribute to fast moving initiatives whilst also providing essential controls and information at operating level. Probably in your early thirties, you should possess broad based financial skills and previous experience of senior line management ideally gained within insurance or more broadly

financial services. The ability to work with a demanding and exceptionally committed management team is essential.

Write in confidence, with CV including daytime telephone number and current remuneration to Ann Shepherd, Ref: AS 634, Coopers & Lybrand Executive Resourcing, Shelley House, 3 Noble Street, London EC2V 7DQ.

Executive Resourcing
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APPOINTMENTS ADVERTISING

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For further information call

01-873 3000

Nicholas Baker
ext 3351

Deirdre McCarthy
ext 4177

Elizabeth Arthur
ext 3694

Finance Director

Kendal, Cumbria

Substantial salary + benefits

Our client, Provincial Insurance plc, is a substantial privately-owned insurance company with 2000 staff, 33 offices in the UK, international subsidiaries and an impressive profit record from total net written premiums of nearly £300m per annum. They seek a Director and General Manager Finance, a Board appointment reporting to the Managing Director. In addition to the finance function the appointee will play a major role in the strategic direction of the company.

Candidates must be of graduate calibre, qualified Accountants, preferably from a financial services background with commercial instinct and maturity gained from a senior financial role. Age is likely to be mid 30s to early 40s. A very attractive package will also include bonus, car, subsidised mortgage, pension, health cover and relocation expenses. This position is likely to be of interest to those already earning £40,000.

Please reply with career details, quoting reference BP44Q, to Tony Burden, Executive Appointments Limited, 18 Grosvenor Street, London W1X 9FD.



Our client is a highly successful international food group employing 2,700 people in Europe. The organisation is currently on the threshold of an exciting phase of expansion throughout Europe, combining new product development with an aggressive acquisition programme.

This planned growth has led to the need to recruit an International Human Resources Director to join the European Management Team based in Milan. The role of this high profile management team is to co-ordinate and control activities for all group and subsidiary companies so as to establish a high level of synergy and efficiency throughout the organisation. This is a new function within the group, and consequently represents an outstanding opportunity for a highly motivated individual to play a key role in a developing environment.

International Human Resources Director

Milan

The prime responsibility of the International Human Resources Director will be in the area of management development and training. He/she will be responsible for:

- * The development of a co-ordinated on-going "management by objectives" policy which will include performance reviews for middle and senior management throughout the organisation.
- * Recruiting certain key members of senior management and assimilating personnel recruited so that they fully absorb the culture of the company's demanding environment.
- * Creation of succession planning for senior positions, together with plotting on-going career development and human resource deployment so as to utilise staff in the best possible manner to increase efficiency.
- * Liaison with senior management and divisional heads to establish their needs and to develop the necessary training activities to meet these. The person will be expected to improve performance through quality training initiatives and to monitor, evaluate and report regularly on the effectiveness of all management training.
- * Development, implementation and control

Excellent package of compensation and benefits system.

* As part of the management team, the successful candidate will ensure the development and adaptation of an appropriate organisational structure which meets the present and future needs of the Group.

Aged 35-40, applicants will have gained extensive international experience in the above areas within a multinational organisation, ideally in a consumer goods environment. Fluency in English is essential and knowledge of Italian or French would be advantageous. The ability to adapt quickly to changing environments, plus the drive and motivation to relate to the company's ambitious plans are essential. He/she must also be prepared to travel within Europe.

An attractive remuneration package will be offered - this will include a substantial salary, annual bonus, company car, pension plan and appropriate relocation assistance. International schooling is available in the area.

To apply please write enclosing a full curriculum vitae in English to Jerry Wright, Michael Page International, 39-41 Parker Street, London WC2B 5LH. Telephone 01-831 2000. Interviews will be conducted throughout Europe.

Michael Page International

Management Selection Consultants
London Amsterdam Eindhoven Brussels Antwerp Paris Lyon Sydney Melbourne

FINANCE PARTNER DESIGNATE

LLOYD'S MANAGING AND MEMBER'S AGENCY

POTENTIAL EQUITY PARTNERSHIP
CAR · BENEFITS · SALARY NEGOTIABLE

Our client is a long established, successful and expanding Managing and Member's Agency. The Agency needs an energetic and ambitious Chartered Accountant to take full responsibility for the Agency's accounting and finance functions.

This is a key position for the future development of the Agency. The successful candidate will have responsibility for all aspects of the Agency's accounting transactions including the preparation of management and statutory accounts, budgeting, forecasting and the financial review of new projects and expansion plans.

Applicants should be 30-45, preferably with extensive accounting experience in the Lloyd's environment and be computer literate. An attractive remuneration package is available to the successful applicant.

Please apply in writing with a comprehensive CV quoting reference AJM/FT/1 to Paula Manning.

Littlejohn Frazer, 2 Canary Wharf, London, E14 9SY

LITTLEJOHN FRAZER
CHARTERED ACCOUNTANTS

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£25 per single column centimetre
For Further Information Contact

01-873 3000

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FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

Controller - Finance

Food Manufacture

to £30,000,
Executive Car

East Anglia

Howgate Sable

EXECUTIVE SEARCH AND SELECTION

The 1990's will continue to see major investment and significant product developments within this £50M+ turnover company, part of a major food group. Highly market-orientated, this multi-product company supplies branded and own label products to the major multiples.

This is a new and challenging appointment working alongside the General Manager, the main driving force behind the company's success and ambitious future growth plans: the role combines a direct responsibility for the finance function with in-depth involvement in all commercial matters affecting the company.

The position demands a qualified accountant with a highly developed commercial approach to an fmcc manufacturing business. A first class appreciation of computerised systems is essential.

Future developments within the management structure, and the very nature of the role itself, will allow the successful candidate the opportunity to further their career into general management. A comprehensive benefits package is offered including generous relocation assistance.

Candidates should send a comprehensive c.v. or telephone for an application form to Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester, M3 2LE. Tel: 061-839 0089 quoting reference (F.T.336C).

NEW TOP EXECUTIVE JOBS IS YOUR TARGET?

Since 1980 we have been providing support services for senior executives seeking new general management or financial appointments. We are currently looking for a confidential meeting which is well attended. For a confidential meeting which is well attended, please contact our Executive Expert Service.

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FINANCE DIRECTOR DESIGNATE ONE OF THE WORLD'S FOREMOST STILL PICTURE LIBRARIES

SEEKS A YOUNG AND DYNAMIC QUALIFIED ACCOUNTANT TO SUCCEED TO THE ROLE OF FINANCE DIRECTOR. Candidates should be 26+ and preferably have at least 2 years post-qualifying commercial experience. An exciting and flexible package will be offered to the right candidate.

Please reply enclosing a CV to: Box A1398 Financial Times, One Southbank Bridge, London SE1 9HL.

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AUDITORS

Ranked among the top 75 banks in the world, with global assets over AUD\$100 billion, Westpac Banking Corporation is a major force not only in Australasia but in 26 different countries worldwide. It is Australia's world bank.

The Audit Division of Westpac, based in their Sydney headquarters, is actively seeking talented auditors to fill a variety of positions in Australia and New Zealand.

Ideally you will have tertiary qualifications having majored in accounting, commerce, information systems or similar with professional qualifications. You will be aged 20-mid 30's with at least 3 years audit experience preferably within a banking or financial institution. Audit professionals from accounting or other commercial backgrounds

should also apply. A sound knowledge of computer systems will be a distinct advantage.

In addition to a first rate salary and a range of benefits befitting a major financial organisation, successful candidates will also receive full relocation and immigration assistance and a guaranteed invitation to a lifestyle that only Australia can offer.

To discuss your future in Australia, call Kiratreen Reed on 0978 77377. Alternatively you may mail or fax your CV to Hamilton Watts International, Hamilton House, 2 Station Road, Epping, Essex, CM16 4HA. Fax no. 0378 74933.

Please quote reference no. KRW/FT1611.

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HOMERUN

ACCOUNTANT
LONDON, W1 c£22,000+Car+Benefits

Dynamic and expanding Video Company have a first class opportunity for a Finalist or Newly Qualified Accountant who is looking for a challenging environment in which to develop their commercial acumen.

Reporting directly to the Financial Director, you will have responsibility for the preparation of both financial and management accounts, computer installation and system development, all general accounts functions and ad-hoc projects.

If you are highly motivated and enjoy the challenge of an exciting and varied environment then this position will offer you a unique career opportunity within the exciting world of entertainment.

For further information contact:
Accountancy Personnel,
14 Great Centre Street,
Oxford Circus,
London
W1N 2AD
Tel: 01-638 9186

Brain and Brain

FINANCIAL DIRECTOR WITH PARTNERSHIP
READING £28,000+Car Negotiable.

With an extensive, established client base, this highly profitable group of young solicitors are looking to the future. To enable them to implement their radical ideas they need a Financial Director looking for a partnership position.

If you are: qualified, profit orientated, an effective communicator, self-disciplined and an innovative individual with knowledge of solicitors accounts they would be interested in meeting you.

In return they can offer:
* Partnership prospects.
* A high profile influential role.
* Responsibility in the planning of future expansion.

If you feel that a highly visible, decision making position should be your next career move, don't hesitate to make it today.

For further information contact:
Accountancy Personnel,
43 West Street,
Reading
RG1 1AG
Tel: 0734 951 791

TNT

DON'T WAIT FOR 1992
EUROPE NEEDS YOU NOW!

Europe's Number One freight forwarding company need 2 dynamic accountants for their Corporate Audit Department.

Assistant Manager £25-37,000
A proactive role to plan and to administrate various departmental functions and review audit activities.

Audit Senior £23-25,000
Traveling to European outlets (70%) for 1-8 weeks conducting both systems based operational audits and overall ad hoc consultancy projects.

Your profile is likely to be age 24-32, able to speak French or German, qualified, self-motivated and with a strong personality to respond to this rewarding challenge.

For further information contact:
Accountancy Personnel,
10-18 Castle Street,
Reading
RG1 1BS
Tel: 01-661 4000

STAKIS
LAND & ESTATE

FINANCIAL CONTROLLER
SW7 TO £35,000+Car+Bens

Major leisure group with diversified interests is able to offer a young, dynamic qualified accountant the opportunity to take full control of the accounting function.

This proactive role carries outstanding career prospects for a creative forward thinker and encompasses strategic planning and the implementation of statutory and management reporting systems. Attractive remuneration package includes discount on hotels.

For further information contact:
Accountancy Personnel,
6-8 Blue House,
Windsor,
London W9 1SA
Tel: 01-893 7705

AFBD

SENIOR COMPLIANCE OFFICER
To £28,000+Benefits

EC3

The Association of Futures Brokers and Dealers Ltd is the Self Regulatory Organisation responsible for the UK Futures & Options industry. An excellent opportunity now exists for an accountant or lawyer to join the compliance department, which is responsible for monitoring the 400 members of the Association. The work involves:
* Frequent contact with member firms
* Regular inspection of companies specialising in commodities & financial futures
* Special investigations of members at risk

Candidates should be qualified or have experience within commodities/financial futures sector, with the ability to liaise effectively with people. A competitive package is offered with good career prospects.

For further information contact:
Accountancy Personnel,
36-44 Margrafs,
London EC2
Tel: 01-426 3405

Foreign Colonial

FINANCIAL ACCOUNTANT
EC4 1st Class Package + Banking Bens

Our client, a progressive and established fund management company, committed to future growth and expansion is currently offering an opportunity for a qualified accountant to join their management team.

Specialising in accounting support for investment trusts, the main responsibilities include financial accounts and reports, and ad hoc statutory duties.

Ideally, applicants should be recently qualified and have experience in financial services/fund management, although not essential is desirable.

Excellent prospects, a first class salary and full banking benefits are offered as well as the possibility of a company car.

For further information contact:
Accountancy Personnel,
36-44 Margrafs,
London EC2
Tel: 01-426 3405

SKIPTON

CORPORATE INVESTIGATIONS
NORTH YORKSHIRE £ attractive

Within the world of Finance Services, Skipton Building Society has an enviable growth record, based upon competitiveness and efficiency. The impressive growth of business has placed the control of our complex operational system at a premium. As a key member of our audit team, your analytical skills and incisiveness will make a major contribution to the maintenance of these systems at head office, within branches and subsidiary companies.

Career development projects are exceptional and are matched by a comprehensive salary and benefits package.

For further information contact:
Accountancy Personnel,
36-44 Margrafs,
London EC2
Tel: 01-426 3405

Haines Watts
H/W
CHARTERED ACCOUNTANTS

PARTNERSHIP PROSPECTS-TAXATION
WEST YORKSHIRE Competitive Package

Haines Watts is a name synonymous with entrepreneurial spirit and professionalism. Our aim is to fill the vacuum behind the 'Super League' firms by providing high quality service to our expanding client base.

To meet the challenges of this growing market, opportunities exist for qualified accountants with tax experience who will be able to combine expert technical abilities with strong business awareness.

If you possess these qualities, career prospects are unlimited.

For further information contact:
Accountancy Personnel,
36-44 Margrafs,
London EC2
Tel: 01-426 3405

CELL SYSTEMS LIMITED **FINANCIAL CONTROLLER**
CAMBRIDGE RECENTLY QUALIFIED? £22,000

Now is the time to expand on your experience and develop your commercial skills within a progressive and challenging environment.

Cell Systems Ltd is a biotechnology company foremost in its field supplying products to the International Aquaculture and Specialty Chemical Market.

Working closely on site to day bases with the Managing Director this position requires a young, enthusiastic and self-motivated ACA to control the entire finance function including systems implementation, as well as playing a key role in the development of business and product strategies.

You will be seeking to take on a key management position with broad scope in a young and rapidly growing company providing you with an ideal platform for professional development.

For further information contact:
Accountancy Personnel,
2nd Floor,
James House,
48 St Andrew's St,
Cambridge
CB2 3AT
Tel: 0223 451280

Accountancy Personnel
You don't just count you matter

FINANCIAL CONTROLLER
W.C.2 c. £30,000 + Car

Our client is the rapidly expanding subsidiary of an Italian company. They are suppliers of high quality office system furniture.

They are seeking to recruit a Financial Controller, reporting to the Managing Director, who will manage the financial, distribution, and administration functions.

The successful applicant will be a computer literate qualified accountant, probably with some experience in industry/commerce, who possesses strong interpersonal skills, and has the ability to manage a young dynamic team. Working closely with the Managing Director, you will be commercially aware, and expected to contribute to the development of the company.

A knowledge of Italian would be an advantage.

Please send your C.V. with salary history to Chris Carr, Fraser & Russell, Corporate Development Services, 4 London Wall Buildings, Bloomsfield Street, London, EC2M 3NT

Fraser & Russell

International Treasury & Control Manager

REEBOK is the World's premier supplier of sports footwear, with annual sales totalling nearly \$2 billion, and rising. The International Division, responsible for all markets outside North America, has unparalleled opportunities for future growth. To support this growth the Company needs an ambitious Treasury & Control Manager for a new key role in the international finance organisation.

REEBOK culture is very entrepreneurial and marketing-driven in an exciting and fascinating industry. The nature of the job demands a highly skilled individual capable of accepting substantial responsibility within a short time frame and comfortable in a dynamic, changing environment.

Reporting to the newly-appointed International Finance Director, you will work alongside the Controller and closely with International H.Q. Management, six subsidiaries and U.S. based professionals. Key responsibilities will include:

- cash and asset management
- managing investment in joint ventures
- business development appraisals

You should have a solid accounting background, including at least one year's treasury experience. Computer literacy is essential - experience of Lotus 1-2-3 would be advantageous. Commercially aware, you will enjoy working with a team of bright professionals in an environment driven by a strong marketing and customer service ethic.

This is an outstanding opportunity for a graduate A.C.A. in his or her late 20's to early 30's to make a major contribution to the continuing success of REEBOK. The successful candidate can look forward to an expanding career in treasury, with options to move at a later date into financial control or planning, or into a non-financial management position. The salary will be negotiable c. £28,000, + company car and an excellent range of benefits.

To apply, please write with a full C.V. and giving a day-time telephone number, to our advising consultant, DAVID KONRATH, 71 More Close, St. Paul's Court, London W14 9BN.



Reebok

PQE

EAST GRINSTEAD £30,000

Accounting Manager
Specialist subsidiary of expanding service group plc, with £200-million turnover, offers this senior position with total responsibility for all finance activity, the management of a large and skilled team of accounting professionals, and satisfying involvement with future strategy and direction. The dynamic environment is complemented by an excellent location and working conditions and will allow you to develop the skills necessary for your future directorship.
Ref: 58595
Contact the Manager: 19 Broadwalk
Crawley BN9 5AT
Fax: 0293 548182

ESSER c£28,000

Publicly quoted group of companies, with a £1 billion turnover, offers an outstanding opportunity to lead the finance function of an electronic manufacturing concern. The role includes the development of computerised accounting systems, financial planning, the reporting of performance to the holding company and direct involvement in all aspects of the business. A profit share scheme, pension and quality company car are included in the benefits package.
Ref: 57254
Contact the Manager: 148 High Street
Southend SS16 5LW
Fax: 0702 619003

Post Qualification Experience - send your CV or phone the appropriate Manager or our Specialist PQE Career Advisers on 01-584 6677 (24 hour answering service) for an application form now.

REED..
accountancy

Financial Director Designate

FMCG Manufacturing East Midlands - c.£40,000 + bonus, car etc.

Using traditional skills and craftsmanship my clients design, make and market top quality FMCG products for the United Kingdom and World markets. Using modern management tools and techniques they are taking this traditional business into the battleground of the 1990's in a harsh market attacked each year by growing world imports where cash flow management is the critical factor.

The current FD has been promoted to run the manufacturing division so they need a tough young accountant to change the 'credit and debit' practices of old into money management for the future using computerised systems, standardised costing methods and making cash control a priority.

The ideal candidates are graduate accountants aged under 35 capable of managing change in a multi-site batch production business. They should have exposure to costing, computerised systems and the management of accounting teams. An additional language would be useful, as would flotation experience as the Group plan to go public in three years.

Applicants should send CV's to Nigel Lilley at RL Consultants Limited, 14 Broomsleigh Street, London NW6 1QH by post or by fax (01-431 3683) in complete confidence.

DIRECTOR OF FINANCE

FMCG

South East c£43,000 + Excellent Benefits Package

Our client, a blue chip US multinational with a world wide turnover of \$1.5 billion, is committed to further strengthening its dominant market position through new product ranges and product development. There is now an immediate requirement for a key individual to join the Board of the UK Marketing Company.

Reporting to the Managing Director, your principle responsibilities will comprise the co-ordination and management of the finance and administration function. This will include Financial and Analysis reporting, MIS and Operations development, together with policy implementation and control. A chartered accountant or ACMA, aged

between 30-40 with five years' commercial experience, preferably gained within a US company or an international FMCG group, you should possess proven man-management and communication skills in order to lead a highly committed team with overall responsibility for seventy staff.

In addition to the advertised salary, the benefits package includes a substantial bonus, fully expensed car and share option scheme.

Interested applicants should telephone Giles Daubney on 01-437 0464 or write to him, enclosing a detailed CV, at the address below.

ROBERT • WALTERS • ASSOCIATES
RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place London WC2H 7EP
Telephone: 01-437 0464

Financial Controller

Excellent Opportunity
USA

Our client, an Irish group with diversified operations in the United States, requires a young finance professional to join its American management team. The Financial Controller will have the specific brief of developing and directing the financial operations of two young subsidiary companies.

The person appointed will be expected to quickly learn the business and become directly involved in accounting activities. This work will include responsibility for office computer systems and the implementation of a PC based accounting package. In addition, he or she will be asked to assist with group consolidations as well as special projects relating to acquisitions and methods of finance. It is expected that the Financial Controller will progress to the position of Chief Financial Officer within two to three years.

The person we are seeking must be hardworking and adaptable, capable of joining a young, dynamic team in a forward thinking and tough environment.

Probably aged 25-30, the person selected is likely to be a Chartered Accountant who has trained with an international practice. Whilst some corporate finance or industry exposure would be an advantage, we primarily require an ambitious accountant with a good commercial perspective who possesses leadership ability.

The position, based on the East Coast, will afford ample social and recreational facilities. The remuneration package takes full account of both local living requirements and the importance of the position.

Candidates should send a detailed CV in confidence, quoting MCS 532, to Tom Yeaton,

Price Waterhouse
Executive Selection Consultants,
Gardiner House,
Wilton Place,
Dublin 2, Rep. of Ireland.

Price Waterhouse



GROUP ACCOUNTANT

Up to £25,000+Car+Benefits Midlands Based

This is an outstanding opportunity to join the Head-Office team of a substantial public Group with a successful growth record and a wide range of business interests worldwide. The Group is committed to continued expansion, both through acquisition and organic growth.

To assume a key role in this ongoing strategic development, a recently qualified Accountant is to be appointed, to report to the Group Financial Controller. Prime responsibilities will include:

- using the most modern information technology, the development, control and maintenance of the Group's Management Information System;
- to undertake specific project work as instructed relating to capital spend and business review. This may, from time to time, involve work on potential acquisitions;
- the preparation of budgets and statutory accounts using micro computer systems.

Prospects for further advancement into a more senior management role are excellent and the position will therefore suit an exceptionally able young Accountant, with sufficiently well-developed communication skills and personal maturity, to allow for liaison at all levels of management. A progressive salary and benefits package will be offered. Please apply in writing with full career and salary history details, quoting reference B/238/89 to Louisa Chapman.

KPMG Peat Marwick McLintock

Executive Selection
Peat House, 2 Cornwall Street, Birmingham B3 2DL.

MANAGER-INTERNAL AUDIT

Focus on Quality & Profitability

City

c.£30,000

+ Car

A young and dynamic specialist division of an international financial services organisation, my client is in the forefront of a group-wide initiative towards 'total quality management'.

Working closely with divisional managing directors and group audit, this is a greenfield opportunity to establish a business audit function which will focus on quality and profitability in addition to the traditional audit controls.

To meet the demands of this challenging role, you are likely to be a Chartered Accountant with a record of achievement either with a professional firm or from within the financial services sector. In addition to a high degree of self motivation, your interpersonal skills will be of the highest order, enabling you to develop effective working relationships with all levels of divisional personnel.

Opportunities for personal and professional advancement both within the division and the group company, are excellent.

To apply, please write enclosing a full CV and salary history to:
Jeremy Lancaster,

PROBE EXECUTIVE SELECTION

15 Artillery Passage, Bishopsgate, London E1 7DL
Or telephone on 01-377 5759 for an informal discussion.

a division of
PROBE
MANAGEMENT plc

European Finance And Tax Manager

Blue-Chip International
Group

Central London

c £26,000, Car

This highly successful Group is a major international force in packaging and printing. A newly created role offers an excellent career opportunity within a UK Head Office environment. Reporting to the European Finance Director you will be responsible for tax compliance and assistance with tax planning of the UK and European Group companies. Additionally, you will be involved with the financial management and reporting of the Group's results in relation to the Head Office location as well as carrying out a variety of ad hoc projects. Candidates aged 24-28 will be graduate Chartered Accountants with PQE. A sound understanding of UK/European taxation is essential. You should also have the ability and desire to seek more general financial management opportunities that will be available within the Group at operating company level outside London.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to, D. Pottier, Hoggett Bowers plc, 11-12 Queen Square, BRISTOL, BS1 4NT. 0272-298433, Fax: 0272 279714, quoting Ref: D16022/FT.

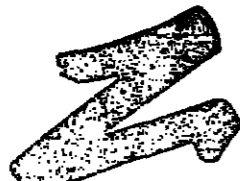
Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, ST ALBANS, SHEFFIELD, WINDSOR and EUROPE.
A Member of Blue Arrow plc

An Opportunity to Influence European Management INTERNATIONAL GROWTH INDUSTRY

Young ACA

£28-35,000pa + car



French-owned and a world market leader, our client is a major force in Europe. Producing top-quality products for impressive, blue-chip customers and boasting management and technical expertise second to none, the company is committed to long-term growth.

They are currently recruiting a Manager for a key department with a track record of exciting promotions (the present Manager is soon leaving to take up his new position as Controller in Spain and his predecessor is now in Turkey). If this is the kind of career path you are seeking, read on...

The company can offer a demanding, 'hands-on' role with plenty of travel and close contact with Senior Management in the different locations.

You will head-up and represent a small, high-profile team which:

- supports and advises local management in the UK and Europe with a view to improving the efficiency and effectiveness of each location.

- ensures that financial and non-financial information is accurate and timely and that internal controls are implemented.

You will develop expertise while appraising business operations to enable you, also, to progress into a senior line role.

You will be confident, mature and credible and will demonstrate an ability to lead and to take responsibility. You will require minimum supervision as you report direct to the UK.

You will be based at the European headquarters in Bedfordshire and will be offered a generous relocation package. If appropriate, in addition to a very competitive salary.

If you would like to find out more about this exciting and unusual opportunity, please telephone Alexis Moyana on 01-491 3431 (0525 578788 evenings/weekends) or write to her at FMS, 14 Cork Street, London W1X 1PE.

FMS

Search and Selection Specialists
for
Financial Management

Financial Controller Venture Capital Company

London

c£32,000 + Car

Our client is highly successful, and has rapidly become established as one of Britain's foremost independent providers of equity investment to growing companies. Established in 1981, it is now linked to a group of similar companies operating in 16 countries worldwide.

A vacancy has arisen for a Financial Controller, to work closely with the Financial Director and other board members, on both accounting and company secretarial matters. Key responsibilities of the position are:

- * Preparation of management and financial accounts.
- * Cash Management.
- * Ad hoc projects including analysis of

portfolio company and fund performance.

- * Database management.
- * Administration of investments.
- * Attendance at Fund board meetings.

This is an excellent opportunity for a bright, chartered accountant aged 27-32. Necessary qualities are an analytical mind, good interpersonal and presentation skills, and the ability to deal with concurrent projects.

If this role matches your own areas of interest and career profile to date please contact Diane Forrester ACA on 01-831 2000 or write to her at Michael Page Finance, 39-41 Parker Street, London WC2B 5LH, enclosing a comprehensive curriculum vitae, and quoting reference 111.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

FINANCIAL CONTROLLER

Strengthening control...directing growth...pioneering change.

c. £30,000

+ Car

Central
London



ROBERT
RESEARCH
LONDON

With exciting new legislation affecting the healthcare market, our Client is poised on the brink of change. With revenue exceeding £100 million and possessing an impressive profile, it is constantly seeking new ways to develop its unique market position.

A Financial Controller is now required to influence the development of the finance function. With a total staff of 50, this newly established role will be crucial in determining the direction of change. Responsibilities will be wide and include planning and budgeting, performance monitoring, financial and management accounting and involvement in the development of a new computerised accounting system.

The role is likely to appeal to an experienced qualified Accountant (ACCA, ACMA, ACA or CIPFA), with commercial exposure gained in a large organisation at Chief Accountant or Controller level. Drive and ambition are more important than age. Good systems experience and the ability to demonstrate initiative are essential.

Please apply directly to Richard Carter at Robert Half, Freepost, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, or evenings on 0344 885911. Alternatively, fax your details on 01-836 4942.

Financial Recruitment Specialists

London · Birmingham · Windsor · Manchester · Bristol · Leeds · Brussels · USA · Canada

Group Accountant Merchant Bank

City

to £35,000 + Car

Our client has, over a period of some 25 years, successfully developed niche activities in a range of merchant banking services, and the provision of long term capital to unquoted UK companies.

Working closely with the Board of Directors, with the prospect of appointment as Company Secretary at an early date, the position carries responsibility for:-

- * Preparation of monthly and statutory accounts together with regulatory returns.
- * Cash and treasury management.
- * Supervision of accounting staff.
- * Administration of the Executive Committee.

We seek a special individual aged 28-30, who is quietly ambitious and can show attention to detail whilst not losing sight of the wider perspective.

The rewards and career development make this a particularly attractive role for a qualified accountant making a second move after leaving public practice.

If your aspirations match our client's requirements please contact Diane Forrester ACA quoting reference 112, on 01-831 2000, or write to her at Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Divisional Financial Controller

c.£65,000 + Car + Executive Benefits

This client is a very large, attractive, high profile, service sector organisation whose international markets combine long term growth with extremely keen competition.

They now wish to appoint a Financial Controller who will provide top level input in the largest operating division to the strategic development and ongoing control of the various sectors. Particular emphasis will be put on working with senior line management to provide better tools for managing the business more profitably; introducing tighter, action-oriented performance reports; and the development and evaluation of alternative ways of delivering high quality service to a diverse international customer base. Clear leadership to the sector financial controllers, and the development of the large finance team that support this role will be key in achieving these objectives.

A sharp intellect and good interpersonal skills are needed, together with previous experience at Financial Controller level in a keenly managed large scale international service industry or consumer marketing business. Location - West London. Please apply in confidence quoting Ref LA29 to:-

Brian H Mason
Mason & Nurse Associates
1 Lancaster Place, Strand,
London WC2E 7EB.
Tel: 01-240 7805

Mason & Nurse
Selection & Search

Appointments Advertising

For further information

call
01-873 3000

Deirdre McCarthy
ext 4177

Nicholas Baker
ext 3351

Elizabeth Arthur
ext 3694

Audit Manager

c £35,000 + benefits

London

With a turnover of £250m and employing over 4,000 people throughout the UK, J H Dewhurst Limited is Britain's largest personal service meal products retailer. The company is currently enhancing its operational structure to strengthen its position as market leader.

Working closely with the Finance Director and other senior executives, you will take a highly proactive role in developing the audit function. Key responsibilities will include designing a national audit plan, reviewing substantial systems developments and controlling a professional, committed team.

You will be a Qualified Accountant, aged 35 or over, with substantial business orientated audit experience. A sound knowledge of systems and a commercial and practical approach

are essential. You must have a confident personality and the ability to make a positive impact in this demanding role. Excellent career prospects will give you the opportunity to move into a challenging operational role.

Please send full personal and career details in confidence to Mark Spickett, Executive Selection Group, Deloitte Haskins & Sells, PO Box 198, 26 Old Bailey, London EC3M 7PL, quoting reference 5313/FT on both envelope and letter.

Deloitte Haskins + Sells
EXECUTIVE SELECTION

INTERNATIONAL TAX MANAGER

London c £50,000 + Benefits

Our client is a major international firm of Chartered Accountants whose current growth in multinational business now gives an opportunity for a high calibre manager to build his/her own niche department.

As well as giving international tax planning advice to a wide range of multinational clients, there will be the opportunity to become involved at an early stage and play an important role in the tax structuring of international business deals and projects.

Candidates aged 30-50 are likely to be graduate Chartered Accountants and/or members of the Institute of Taxation and may be currently with another chartered practice, a legal practice, an international company or the Inland Revenue. They should be able to demonstrate a high level of technical ability, originality of mind and well developed interpersonal skills. Future prospects are unlimited for the achiever.

For further information please contact D. E. Shribman or write to him at the address below.

HUDSON SHRIBMAN
VERNON HOUSE, 250 LONDON WCA 204 TEL: 01-831 2222
FINANCIAL RECRUITMENT

ARE YOU AN EXCITING ACCOUNTANT? £20-30,000

An extremely well-established firm of Chartered Accountants in the heart of the West End are looking for an erudite, young business innovator. There is a well established team of 40 who have great expansion plans in mind. This position will offer a Partnership to the applicant willing to go all out for building business. If relating to the public, and presenting proposals are amongst your fortes please call Sharon or Jumoke on 01-734 0911.

Drake Personnel Recruitment Consultants

Financial Directors

To secure the best appointments at senior level needs more than good advice, accurate career objectives and succinct presentation. InterExec SMI not only provides career advice to successful executives but also retains the unique facility of our subsidiary company InterMox to bridge the critical gap between counselling and the right job. InterMox maintains a unique data base of some 6,000 unadvertised vacancies per annum, providing the only confidential 'Interplacement' Service. If you are considering a move or need a new challenge then telephone (01-930 5041) for an exploratory meeting without obligation.

InterExec SMI Plc
Londoner House, 19 Charing Cross Road,
LONDON WC2R 0ES.
The service offered by InterMox is free and can be used independently of the Consulting Service.

Senior Financial Managers

SOUTH BANK POLYTECHNIC
Department of Business and Finance
(Finance and Information Studies)
SENIOR LECTURER IN FINANCE
0.5 Fractional Appointment
£17,514 - £20,853 pro rata
(Pay award pending)

Applications are invited for the above post in the Department of Business and Finance (Division of Finance).

Candidates should have either a relevant degree and/or professional qualification. Possession of a higher degree would be an advantage.

An ability to teach at least one of the following subjects would be an advantage: Investment Analysis; Measurement of Business Income Accounting.

Application forms and further details are available from the Personnel Department, South Bank Polytechnic, Borough Road, London SE1 0AA. Tel: 01-428 3512 (answering service 9am to 6pm).

Please quote Ref AEHS2/A

Closing date: 29 November 1989

An Equal Opportunities Employer.

SOUTH BANK POLYTECHNIC

FINANCE DIRECTOR

Tyne & Wear c.£30,000 + Car + Bonus + Pension + Health Scheme

An ambitious, qualified and experienced accountant is needed to join the board of this £16m turnover autonomous subsidiary of a diverse UK quoted group. A market leader, the company designs, manufactures and supplies a range of specialist, high quality products to an impressive customer base throughout the UK.

Highly entrepreneurial, the company has experienced substantial growth to date and is presently restructuring to meet the next phase of its development. As part of a young and determined management team, the Finance Director will be responsible for:

Contributing to the strategic direction of the company
Establishing and implementing business plans and financial policy
On-going review of management information and financial control systems including I.T. requirements
Day to day operation of the finance function and production of management and statutory accounting information

You will ideally have experience of operating at a senior management level within an organisation encompassing Manufacture together with Sales and Marketing. Candidates must be able to command respect, enjoy the challenge of a tough commercial environment and feel comfortable participating as an active team member.

You will be called upon to demonstrate clear sighted judgement and effective communication skills combining commercial flair with the ability to relate to a Production environment.

This is an outstanding opportunity to join an energetic and commercially progressive company at an exciting stage in its growth and to play a key role in its future development.

For further information please contact Kevin Gordon, Regional Director, quoting ref. 89M/1270FT at Daniels Bates Partnership Ltd., 5th Floor, Sun Alliance House, 16 Albert Road, Middlesbrough, Cleveland TS1 1PR, or telephone him on (0642) 248111.

Daniels Bates Partnership
PROFESSIONAL RECRUITMENT

Ms

FINANCIAL CONTROLLER

London SW19 c. £30,000 + Car

Our client is Essanelle, Europe's leading operator of in-store hairdressing salons. The group has a presence in many of Europe's departmental stores, including 80 salons in the UK and 130 in Germany and employs some 4,000 people.

Our task is to assist in the recruitment of a financial controller able to play a key role in the development of the centralised financial and management services provided to the salons.

The financial controller, reporting to the group financial director, will be responsible for the development of the group's computer systems in the UK and Germany and for the UK accounting function. As a member of a small dynamic management team, the successful candidate will be expected to make a significant contribution to the future of the business.

The ideal candidate will be a qualified accountant, probably aged mid 20's to early 30's, with at least three years experience in a commercial environment and a sound practical knowledge of the use of computers in business. Career prospects are exceptional for a self starter with a strong commercial instinct. It is expected that the successful candidate will be capable of progressing into the senior levels of general management.

Please write in confidence, quoting reference 15627, with full career details and remuneration history to:

Martyn Clarke, Executive Selection Manager,
Moore Stephens Associates Limited, 1 Snow Hill, London EC1A 2DEI.

MOORE STEPHENS ASSOCIATES
MANAGEMENT CONSULTANTS

FINANCIAL CONTROLLER

c. £27,000

FF, Car + Bens

Berkshire



ROBERT JAMES & CO
WINDSOR


Our Client is the UK based subsidiary of a North American interactive entertainments Group. The UK subsidiary controls all European business and is currently undergoing rapid growth. Reporting to the Director of Finance and Operations, you will be a key member of the management team, expected to assume responsibility for managing the finance function and providing financial advice on the commercial aspects of its operations.

This role will provide a continuous challenge for an assertive Accountant with the experience and maturity to make a significant contribution to the continued development and expansion of European international activities.

Candidates will have experience of Systems Development and the implementation of strong financial controls, preferably in a sales or distribution environment, ideally within a US corporation.

Please apply directly to Frances McCutcheon at Robert Half, Freepost, Princess Beatrice House, Victoria Street, Windsor, Berks SL4 1YY. Telephone 0753 857777, or evenings on 0344 886662. Alternatively, fax your details on 0753 841676.

Financial Recruitment Specialists
London - Birmingham - Windsor - Manchester - Bristol - Leeds
Brussels - USA - Canada



Financial Manager

LIFE ASSURANCE DIRECT SALES

To £35K + substantial bonus + car + benefits + relocation (if appropriate).

Reporting to the Sales Director, main responsibilities will include:-

- Development and control of direct sales force accounting systems.
- Establishment of performance and financial reporting systems at all levels in the direct sales force operation.
- Participation in the management of new branch start-ups and in the development and maintenance of branch administration procedures.

Hambro Guardian, a dynamic new UK Life company, commenced trading in October 1988. A member of the Hambro Countrywide group and backed by Hambros plc, it is poised to break new ground in the financial services market place and expand its distribution with the launch of a Direct Sales Force early in 1990.

This important head office position needs to be filled in order to develop the support systems vital to the success of this new venture.

Applicants should have a recognised accounting qualification backed up by considerable commercial experience, preferably gained in a frontline role within a financial services organisation.

This position will be based in Brentwood, Essex and offers a real opportunity for the right candidate to contribute to the development of an innovative new UK financial services organisation.

If you are interested in exploring this significant opportunity, please write enclosing your CV, to:-

Ken Romney FCA Financial Controller
Hambro Guardian Assurance 41 Tower Hill London EC3N 4HA

Audit/Technical Manager

Partner Designate

Cheshire To £30,000 + Car

Our client is a vigorous young Accountancy practice, developing rapidly through acquisition and organic growth. Operating through a branch network it offers a comprehensive range of financial services to a varied and expanding client base.

To facilitate future development a challenging new post has been created and will appeal to a commercially oriented manager who enjoys managing change. You will be responsible for creating a Central Audit Unit embracing the planning and management of the practice's larger audits, together with the appraisal and restructuring of audit and internal compliance programmes. In addition you will control the training and development of all accounting staff.

Our ideal candidate will be a chartered accountant with at least four years post-qualification experience in the above areas gained within one of the major practices. First class communication skills, the ability to influence change and make things happen are essential.

Conditions of employment are attractive and salary will not be a barrier to the right candidate.

Please telephone for an application form (calls are answered 24 hours a day) or send comprehensive curriculum vitae quoting reference number DP/881 to:



Bryan Greenwood
THE JOHN DALTON PARTNERSHIP LIMITED
4 Post Office Avenue
SOUTHPORT PR8 0US
Tel: Southport (0704) 38776
Fax: Southport (0704) 48912

(Applications are open to both male and female candidates)

THE JOHN DALTON PARTNERSHIP LIMITED
Management Selection & Recruitment Consultants

A challenging management opportunity with a leading US corporation.

FINANCIAL CONTROLLER

SURREY TO £35,000 + CAR + BONUS

This multinational corporation has worldwide sales in excess of \$2 billion and manufactures a range of specialty products. The role of market driven technology has been central in the organisation's development throughout the 1980's. A challenging opportunity has arisen within one of its UK manufacturing divisions.

Reporting directly to the USA, the position entails the management of all financial functions at a substantial site in Chessington. Major aspects of the role include responsibility for 30 staff; the implementation of new computerised systems; the provision of management information and budgetary control/standard costing; credit management; and advising on business performance and accounting policy. There will be scope for advancement either in the UK or overseas.

Success in the role demands broad management experience probably gained in a manufacturing environment. As a key member of a small management team strong leadership skills and the ability to communicate effectively are essential. Previous experience of US reporting would be advantageous. Candidates should be qualified accountants aged 30-45 with the above mentioned attributes.

For further details please telephone James Whelan on 01-549 3444 or 01-547 3671 (24 hours). Alternatively write to him enclosing a brief CV.

JAMES WHELAN
SELECTION
FINANCIAL RECRUITMENT CONSULTANCY

SURREY HOUSE - 34 EDEN STREET - KINGSTON UPON THAMES - SURREY - KT1 1ER

Country Holidays

Company Accountant


To £22,000, Car

Country Holidays leads its sector of the market from its base in Earby, - providing superb standards of service to holidaymakers and property-owners alike by its highly trained, well organised staff and its sophisticated, computerised operating systems.

Reporting to the Joint Managing Director (Finance, Marketing and Admin), the role is to improve the company's financial systems and reporting arrangements by extending the coverage of DP systems throughout the company.

A qualified accountant, aged 24 to 35, with a commercial outlook and a good grip on the use of microcomputers in financial management - you will be determined to grow into the top financial management position in this fast-developing company. Accordingly, initial remuneration is generous and negotiable, and growth prospects are unlimited.

Candidates should send a comprehensive c.v. or telephone for an application form to
Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester, M3 2LE.
Tel: 061-839 0089 quoting reference (F.T.329E).



EXECUTIVE SEARCH AND SELECTION

Appointments Advertising


For further information

call
01-873 3000

Deirdre McCarthy
ext 4177

Nicholas Baker
ext 3351

Elizabeth Arthur
ext 3694



UK Divisional Tax Manager

West London **£35,000 + Car + Exec. Bens.**


Our client is a multi billion dollar corporation which has an enviable reputation in the field of computer services, big ticket facilities management and telecommunications. Due to the continued expansion of its worldwide business they now seek to recruit a Divisional Tax Manager for its UK operations.

The role encompasses responsibility for all UK group planning and compliance matters as well as specific US/European issues and reports directly to the Manager of International Taxes in Europe.

It is envisaged that suitable candidates will be qualified accountants who have had extensive exposure to taxation within a large group of companies gained either within the industrial/commercial sector or public practice. Aged between 25 and 35 they should possess strong interpersonal skills, and the ability to act with initiative and enthusiasm.

The role offers a considerable challenge for a tax professional to develop in a dynamic business environment. As the company continues to expand throughout Europe, the individual will, of necessity, be called upon to advise on increasingly complex tax issues. Details of salary and company benefits will be a matter of individual discussion at the final interview stage.

For further information regarding this outstanding opportunity, contact Graham King on 01-831 2000 (evenings/weekends on 01-556 6920) or write to him at Michael Page Taxation, 39-41 Parker Street, London WC2B 5LH.



Michael Page Taxation
International Recruitment Consultants

FINANCE DIRECTOR

North London
c. £45,000, Car and Benefits

Our client is a significant and profitable UK bakery group supplying a range of high quality bread and patisserie products to the retail and catering sectors.

Our task is to assist in the recruitment of a finance director to play a key role in the further development of the group's activities.

The successful candidate will report directly to the chairman and be supported by financial controllers in each operating unit. As a member of the top management team, the finance director will be expected to make a major contribution in corporate planning in addition to ensuring that sound management information and financial control is exercised throughout the group.

The ideal candidate will be a computer-literate qualified accountant, aged mid 30's to mid 40's, with relevant experience in manufacturing and distribution. Strong inter-personal skills and an enthusiastic approach are essential.

The attractive remuneration package offered includes an appropriate executive car, BUPA, and non-contributory pension.

Please write in confidence, quoting reference 16880, with full career details and remuneration history to:

Norman Farrant, Director, Executive Selection Division,
Moore Stephens Associates Limited, 1 Snow Hill, London EC1A 2DF.

MOORE STEPHENS ASSOCIATES
MANAGEMENT CONSULTANTS

HEAD OF FINANCE


Essex To £32,000 + Car + Relocation

This newly created appointment is the senior accountancy role within an autonomous subsidiary of a blue chip group. The company is engaged in the manufacture, marketing and distribution of consumer goods and has a turnover in excess of £150m.

As a member of the general management team the successful candidate's primary responsibility will be the provision of strict financial control in a wide ranging and fast moving business. Particular emphasis is to be placed on timely monthly reports, systems development matters and meaningful management information.

Applications are invited from proactive, ambitious qualified accountants aged 32-45 who can demonstrate strong technical flair, experience of computer development and implementation, proven staff management ability and a record of achievement in substantial commercial organisations. This first class vacancy is both demanding and challenging and offers considerable scope for continued career development in a dynamic organisation which is enjoying profitable organic growth.

For further information please contact Malcolm J. Hudson.



HUDSON SHRIBMAN
VERNON HSE-SIGLAN AVE LONDON WC1A 2QH TEL: 01-631 2323
FINANCIAL RECRUITMENT

FINANCIAL CONTROLLER (DIRECTOR DESIGNATE)

Wembley **£26K + bonus + car**


Our client, a division, (No ESM), of an acquisitive UK plc, manufactures and distributes both in the UK, but predominantly overseas, a unique range of printed products of innovative design. New product development continues apace. Owing to an internal promotion they seek an ambitious Financial Controller.

The appointee will be a qualified accountant, preferably CMA, aged 27-32 with sound financial, management and cost accounting experience gained within a manufacturing environment. Experience of systems development, business planning and people management is highly desirable. Personal characteristics sought include drive, enthusiasm and commitment.

The rewards include a salary negotiable to £26K, a generous bonus scheme, company car and other fringe benefits. A directorship will be confirmed after a mutually agreed period of satisfactory performance.

For further details and an application form telephone Gufford (0453) 30039 (24 hrs) or write in confidence with CV to Peter Page, Senior Consultant, 3i Consultants Limited, 3 The Billings, Walnut Tree Close, Chalfont, Bucks HP11 4JL, quoting ref: PP/88Z.

3i Consultants Ltd



A WEALTH OF EXPERIENCE

COMPANY NOTICES

GENCOR LIMITED

(Incorporated in the Republic of South Africa)
Company Registration No. 0101252005
(formerly General Mining Union Corporation Limited)
PAYMENT OF COUPON NO. 124
(Dividend No. 127)

HOLDERS OF SHARE WARRANTS TO BEARER will receive payment on or after 30 November 1989 at the rate of 52.61388p the amount declared per share, less 7.55525p being South African non-resident shareholders' tax of 15% against surrender of Coupon No. 124.

Coupons must be deposited for FOUR CLEAR DAYS for inspection before payment will be made:-

Amount	Rate	Amount
Amount of dividend after deduction of South African non-resident shareholders' tax of 15%	44.72187	
LESS: United Kingdom Income Tax of 10% on the Gross Amount of the dividend of 52.61388p	5.26140	39.46047

Using forms can be obtained on application to the London Secretaries.

per pro GENCOR (UK) LIMITED
London Secretaries
4, 10th Floor
30 Ely Place
London EC1N 6JA

16 November 1989

NOTE: Under the double tax agreement between the United Kingdom and the Republic of South Africa, the South African non-resident shareholders tax applicable to the dividend is allowable as a credit against the United Kingdom tax payable in respect of the dividend. The deduction of tax at the reduced rate of 10 per cent instead of at the basic rate of 25 per cent represents an allowance of credit at the rate of 15 per cent. The gross amount of the dividend received to be entered by the individual shareholder on any return for income tax purposes is 52.61388p multiplied by the number of shares held.
Execution of Test No. 2
A separate notice will be advertised on 1 December 1989.

WARDLEY GLOBAL SELECTION

Sutton & Partners
7, rue de Marche-à-Pierre
L-1728 Luxembourg
Notice is hereby given to Shareholders, that a GENERAL MEETING of Shareholders of WARDLEY GLOBAL SELECTION will be held at the Company's registered office at 7, rue de Marche-à-Pierre, L-1728 Luxembourg, on Friday 24th November, 1989 at 11.00 a.m. for the purpose of considering the ordinary business of the Company and voting upon the following agenda:

1. Submission of the reports of the Board of Directors and of the Independent Auditors;
2. Approval of the Financial Statements for the four month period ended 31st July 1989; and appropriation of the profits;
3. Discharge of the Directors and the Auditors;
4. Nomination and reappointment of the Directors and Auditors;
5. Miscellaneous.

The Shareholders are advised that no quorum is required for the items on the agenda of the General Meeting and that decisions will be taken on a simple majority of the shares present or represented at the meeting.

In order to attend the meeting of 24th November 1989, the owners of bearer shares will have to deposit their shares five clear days before the meeting at the registered office of the Company or with the following banks:

- Banque Internationale a Luxembourg 2, boulevard Royal L-2511 LUXEMBOURG
- The Hong Kong and Shanghai Banking Corporation 1, Queens Road Central HONG KONG
- The British Bank of the Middle East, London Geneva Branch Rue de Bâle, 23 CH-1003 GENEVA
- The Hong Kong and Shanghai Banking Corporation (C.I.) Ltd. P.O. Box 315 Hong Kong Bank Building, 100, Cross Street, SINGAPORE

By Order of the Board of Directors
3rd November 1989

GENEVA SWITZERLAND

Full Service is our Business

- International law and taxes
- Mailboxes, telephones, telex and telecopier services
- Translation and secretarial services
- Formation, domiciliation and administration of Swiss and Foreign companies

Full confidence and discretion assured.

BUSINESS ADVISORY SERVICES S.A.
7 Rue Mazy, 1207 Geneva
Tel: 736 05 40 Fax: 23342
Fax: 786 06 44

LEGAL NOTICES

IN THE HIGH COURT OF JUSTICE
CHANCERY DIVISION COMPANIES COURT
No. 08877 of 1989

IN THE MATTER OF BOSTROM PLC
AND
IN THE MATTER OF THE COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that the Order of the High Court of Justice, Chancery Division dated 30th October 1989 confirming the constitution of the amount of £1,032,000.00 standing to the credit of the share premium account of the company was registered by the Registrar of Companies on 9th November 1989.

DATED THIS 16th DAY OF NOVEMBER 1989
Messrs. Wragge & Co.,
Solicitors,
85, Chancery Street,
Birmingham.
S2 5JY
Solicitors for the above-named company.
Ref:10127/15/JQP/89

ART GALLERIES

LEGER, 15 Old Bond St., W1, JULIAN SARGENT, Recent Paintings, Mon-Fri, 8.30 - 6.30

MARTIN BIRNBOIM'S Early English Watercolour, Nov. 1-5, 10.4. 3pm-10.1. 3pm
Street, St. James's, London SW1, 01-839 3251

On
Saturday, 18th November

The Residential Property pages of the Weekend FT will focus on:-

- * London, County and International Developments
- * Retirement Homes

For further details, please contact
Genevieve Marengi
on 01-873 4927
or 01-873 3000